

Narragunnawali  
Reconciliation in Schools  
and Early Learning

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Marymount Primary School  
November 2018 to November 2019



# Contents

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Our Vision for Reconciliation

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The Working Group

---

Reconciliation Action Plan (RAP) Actions

---

Relationships

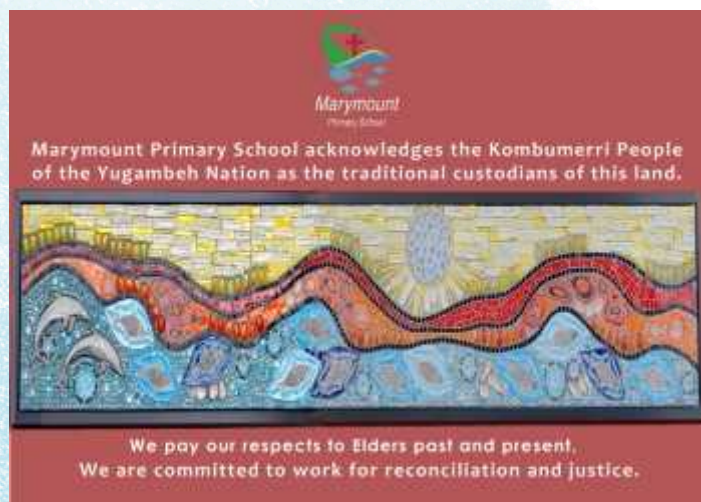
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Respect

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Opportunities

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## Vision for Reconciliation

At Marymount Catholic Primary School we take inspiration from the example of Mary, the mother of Jesus.

Through our Marian charism, we aspire to build community, and to develop rich and positive relationships with Aboriginal and Torres Strait Islander peoples. We foster the importance of celebrating First Nations' histories and cultures through our curriculum, prayer, symbols and liturgy.

We are people who care and who are committed to working in partnership with Aboriginal and Torres Strait Islander peoples to increase respect, reduce prejudice and strengthen unity.

We shape people of the future, who reflect on the past, look to the present and forward to the future to interact, live, work and learn together in harmony with Aboriginal and Torres Strait Islander peoples.

We are life-long learners, who are passionate about the need to engage in vibrant learning experiences, which deepen our understanding of Aboriginal and Torres Strait Islander peoples.

We are people of joy, faith and spirit, who dream of a reconciled Australia where everyone is treated with dignity and justice, and given equal and equitable opportunities to achieve success.

## Acknowledgment of Country

We acknowledge the Kombumerri people of the Yugambeh Nation as the Traditional Owners and Custodians of this Land. We acknowledge and pay our respect to all Elders past and present. We honour their presence, which still resides in the spirit of this Land and its people today.

## **RAP Working Group**

<b>Name</b>	<b>Position</b>
Tina O'Keefe	Staff (teaching)
Chris McCane	Staff (teaching assistant)
Deb Cronin	Staff (teaching)
Jonnene Bellis	Staff (teaching)
Brigette Scharkie	Staff (teaching)
Leigh Yates	Staff (teaching)
Kathy Frost	Staff (teaching)
Tracie Morrison	Parent/carer
Ted Williams	Community member
Deb McKean-Nunan	Staff (teaching)
Therese Hockings	Staff (teaching)
Greg Casey	Principal / Director

## **RAP Support Network**

<b>Name</b>	<b>Role/Organisation</b>
Gracey McGrath	Brisbane Catholic Education
Stephen Chadburn	Brisbane Catholic Education





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.	Tina O	Ongoing
Opportunities for Aboriginal and Torres Strait Islander Students and Children	We commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the well-being of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community.	Tina O, Kathy F	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Representation on Committees	We commit to inviting Aboriginal and Torres Strait Islander staff, parents/carers and community members to be active representatives on our school's committees. We commit to ensuring Aboriginal and Torres Strait Islander perspectives inform decision-making processes by respecting the experiences and knowledge that Aboriginal and Torres Strait Islander peoples can bring to our committees.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M	Ongoing
Elders and Traditional Owners Share Histories and Cultures	We are committed to forging a meaningful and ongoing relationship with local Aboriginal and Torres Strait Islander Elders, and people recognised in their community as Traditional Owners. We hope this relationship can be of mutual benefit, and that our local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.	Tina O	Ongoing
Cultural Competence for Staff	We will reflect on our current level of cultural competence and provide staff with a range of opportunities to build and extend their knowledge and understanding of Aboriginal and Torres Strait Islander cultures. We also commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assist them on their own journey of understanding.	Tina O	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Reconciliation Projects	Our school will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in learning programs and the physical environment. Through this culture of collaboration across the school and with the community, we commit to creating an environment where young people, staff and community members acknowledge, respect and experience connection to the First Australians.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M, Ted W, Chris M, Deb M	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Welcome to Country	Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating these protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land.	Tina O	Ongoing
Celebrate National Reconciliation Week	Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.	Tina O, Ted W	27/05/2019 - 03/06/ 2019
Create Stakeholder List	We will develop and maintain a stakeholder list that reflects our current and future working relationships with members of the community who are committed to working collaboratively to drive reconciliation initiatives.	Tina O, Chris M, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M, Ted W, Deb M, Therese H	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Build Relationships with Community	We commit to building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.	Tina O, Chris M, Deb C, Jonnene B, Brigette S, Leigh Y, Kathy F, Tracie M, Ted W, Deb M, Therese H	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Teach about Reconciliation	Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M, Ted W	Ongoing
Teach about Days of National Significance	We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples and reconciliation into our curriculum to increase knowledge of Aboriginal and Torres Strait Islander histories, cultures, contributions and contemporary issues. We also commit to including Aboriginal and Torres Strait Islander perspectives when teaching about other national days, such as 26 January (Australia Day) and Anzac Day.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M, Ted W	Ongoing
Explore Current Affairs and Issues	We are committed to raising awareness of current affairs and issues in the public domain that are of particular significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.	Tina O, Chris M, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M, Ted W, Deb M, Therese H	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Acknowledgement of Country	Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.	Tina O, Deb C	Ongoing
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our school. We understand that making our respect visible in the learning environment through the incorporation of meaningful, relevant and culturally appropriate art, artefacts and symbolism reinforces our work toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flag as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F	Ongoing
Physical Acknowledgement of Country	Our school proudly commits to displaying a physical Acknowledgement of Country as a way of showing awareness of, and respect for, the Aboriginal or Torres Strait Islander Traditional Owners and Custodians of the land on which our school is located.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F	Ongoing
Take Action Against Racism	Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society. When racism is properly understood it is easier to overcome. We commit to building awareness of what racism is, the impacts of racism and how to respond effectively when it occurs through an anti-racism strategy tailored to the needs of our school.	Tina O, Chris M, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F, Tracie M, Ted W, Deb M, Therese H	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Curriculum Planning	Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to identify opportunities for strengthening the representation of this content in the curriculum.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Inclusive Policies	All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. We have a plan in place to ensure all staff comply with these policies in their daily practice. Our internal policies have been, or will be, amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander people and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F	Ongoing
Staff Engagement with RAP	Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.	Tina O	16/03/2016
Reconciliation Awards	We commit to creating opportunities to acknowledge students, children, staff and community members who are making an outstanding contribution to progressing reconciliation in our school.	Tina O, Deb C, Jonnene B, Brigitte S, Leigh Y, Kathy F	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Celebrate RAP Progress	We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.	Tina O, Deb C, Jonnene B, Brigette S, Leigh Y, Kathy F	Ongoing



