

RECONCILIATION ACTION PLAN

Marymount Primary School
October 2025 to October 2026

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VISION FOR RECONCILIATION

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

Through our Marian and Franciscan 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 respectfully embedding Australia's First Nations people's 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 deepens our understanding of Aboriginal and Torres Strait Islander peoples and cultures.

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. We are people of a sustainable future, who embrace and learn with respect, from the expertise, wisdom and stewardship of the First Nations' people who have cared and lived on this Country for thousands of years.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Kombumerri people of the Yugambeh language region as the Traditional Owners and Custodians of the Country on which Marymount Primary School stands. We acknowledge and pay our respect to all Elders past, present and emerging. We honour their presence, which still resides in the spirit of this Land and its people today.



RAP WORKING GROUP

Name	Position
Brayden Pearson	Staff (teaching)
Samantha Davis	Staff (teaching assistant)
Felicity Leeson	Staff (teaching)
Titian Whittingham	Staff (teaching)
Nick Muir	Staff (teaching)
Sissy Rosier	Staff (teaching)
S Chadburn	Staff (Indigenous Education Worker)
Nicole Balym	Staff (teaching)
Kevin Eastment	Self-described
Bernadette Christensen	Staff (teaching)
Dominic Larkin	Staff (teaching)
Chris McCane	Staff (teaching assistant)
Sinead Grehan	Staff (teaching)
Leanne Crowe	Staff (teaching)
Brendan Creevey	Principal / Director
Therese Hockings	Staff (teaching)
Deb McKean-Nunan	Staff (teaching)
Ted Williams	Community member
Leigh Yates	Staff (teaching)
Jonnene Bellis	Staff (teaching)
Deb Cronin	Staff (teaching)

CONTRIBUTORS

Marymount Primary School would like to acknowledge the following contributors to the development of this RAP.

Name	Role/Organisation
Gracey McGrath	Brisbane Catholic Education

RELATIONSHIPS IN THE CLASSROOM



RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.
Opportunities for Aboriginal and Torres Strait Islander Students and Children	We commit to providing opportunities for all Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing 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.



RELATIONSHIPS AROUND THE SCHOOL



RAP ACTIONS	COMMITMENT
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.
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 local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.
Cultural Responsiveness for Staff	We are supported to reflect on and build our cultural responsiveness to improve our practice and best support the needs of Aboriginal and Torres Strait Islander students. We are provided with a range of opportunities to build our knowledge and understanding of our own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.



RELATIONSHIPS AROUND THE SCHOOL



RAP ACTIONS	COMMITMENT
Reconciliation Projects	<p>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.</p>



RELATIONSHIPS WITH THE COMMUNITY



RAP ACTIONS	COMMITMENT
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 the Land.
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.
Build Relationships with Community	We commit to forming ongoing relationships with the local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We respect these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander peoples and non-Indigenous staff, students, children and the community.





RESPECT IN THE CLASSROOM

RAP ACTIONS	COMMITMENT
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.
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.
Explore Current Affairs and Issues	We commit to knowing the news and being responsive to current issues significant to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. We will do this through delivering our curriculum, policies and procedures, and integrating it into the way our school operates.



RESPECT



AROUND THE SCHOOL

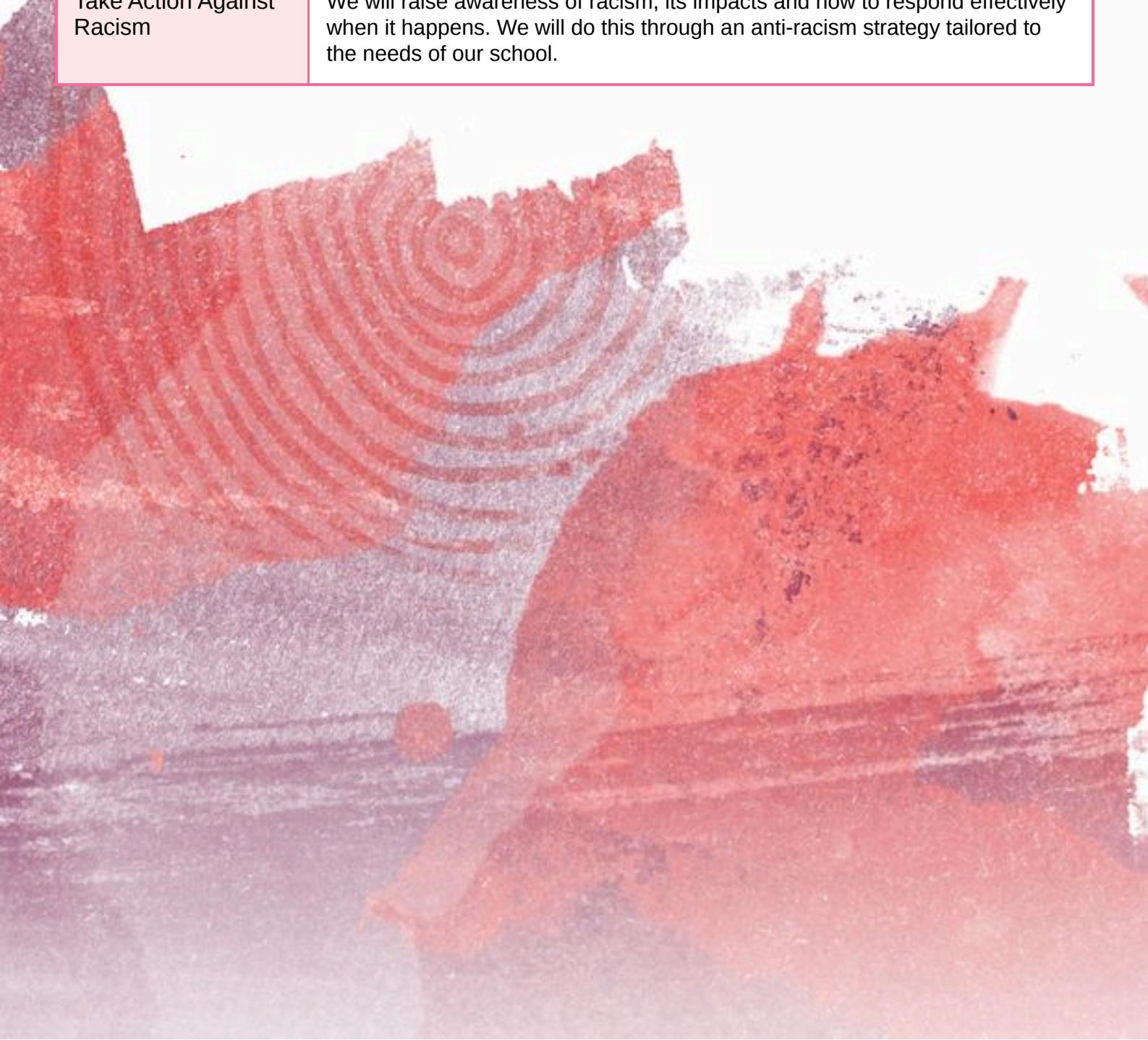
RAP ACTIONS	COMMITMENT
Acknowledgement of Country	<p>Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.</p>
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	<p>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.</p>



RESPECT WITH THE COMMUNITY



RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander Flags	Our school flies/display the Aboriginal and Torres Strait Islander flag to demonstrate respect and recognition for the histories, cultures and contributions of the First Peoples of Australia. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.
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.
Take Action Against Racism	We will raise awareness of racism, its impacts and how to respond effectively when it happens. We will do this through an anti-racism strategy tailored to the needs of our school.



OPPORTUNITIES



IN THE CLASSROOM

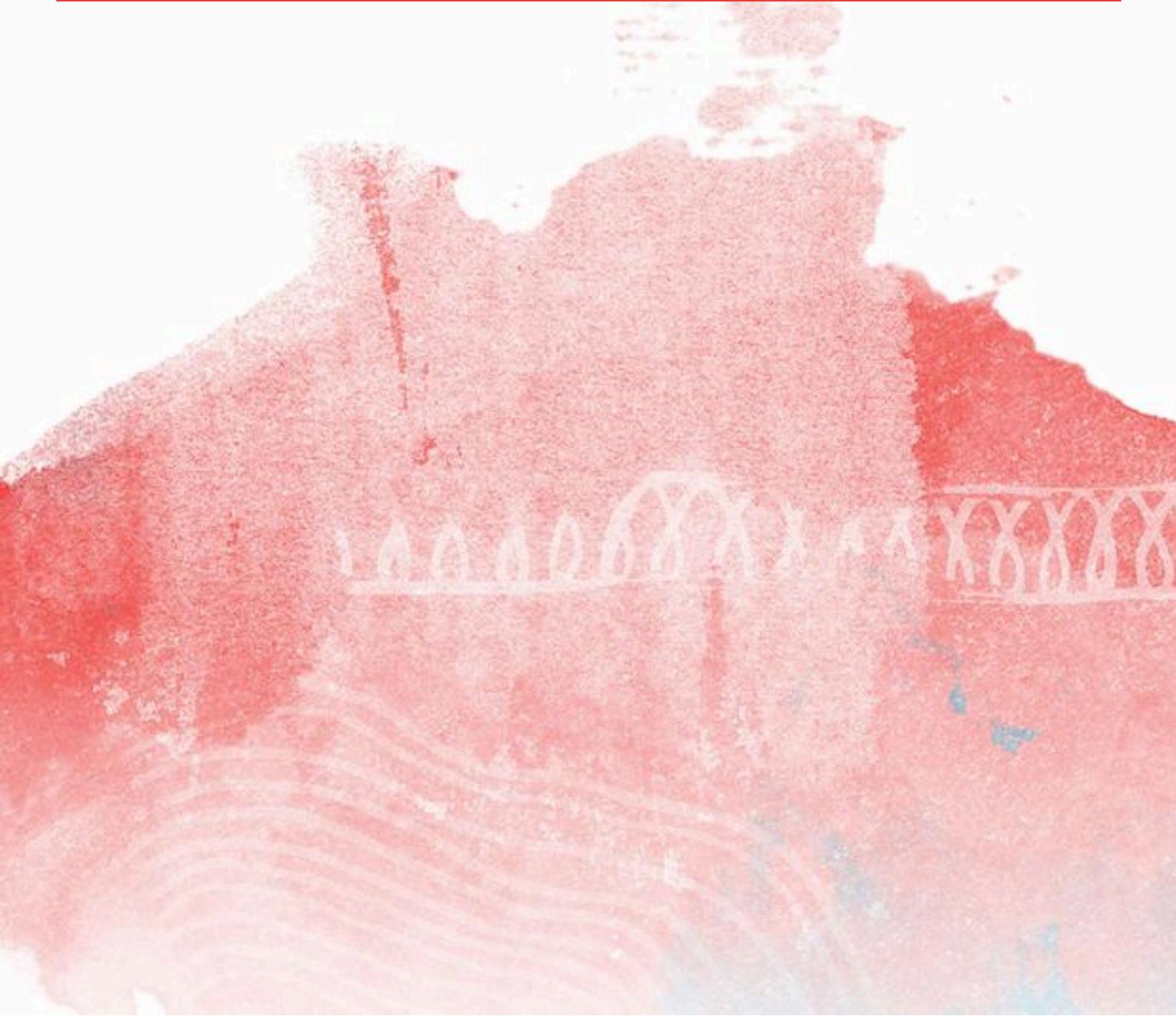
RAP ACTIONS	COMMITMENT
Curriculum Planning	Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and learning areas. We will review curriculum documents to find out where we include Aboriginal and Torres Strait Islander histories and cultures, and to what extent and where we could include Aboriginal and Torres Strait Islander histories, cultures and contributions in the curriculum.



OPPORTUNITIES AROUND THE SCHOOL



RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff at school are aware of policies referring to improving educational outcomes for Aboriginal and Torres Strait Islander people and building knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. When internal policies are reviewed and developed, we will ensure that they are inclusive of Aboriginal and Torres Strait Islander peoples and perspectives, and that there is a plan in place to ensure that all staff comply with these policies in their daily practice.
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.



OPPORTUNITIES WITH THE COMMUNITY



RAP ACTIONS	COMMITMENT
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.
Aboriginal and Torres Strait Islander Languages	We commit to providing students and children with a deeper knowledge and understanding of Aboriginal and Torres Strait Islander cultures and identities by learning about Aboriginal and Torres Strait Islander languages. We acknowledge the importance of language maintenance and revitalisation efforts and will provide students and children with opportunities to learn – or learn about – the First Language of their local area.

