

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

St Benedict's College

November 2022 to November 2023





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## VISION FOR RECONCILIATION

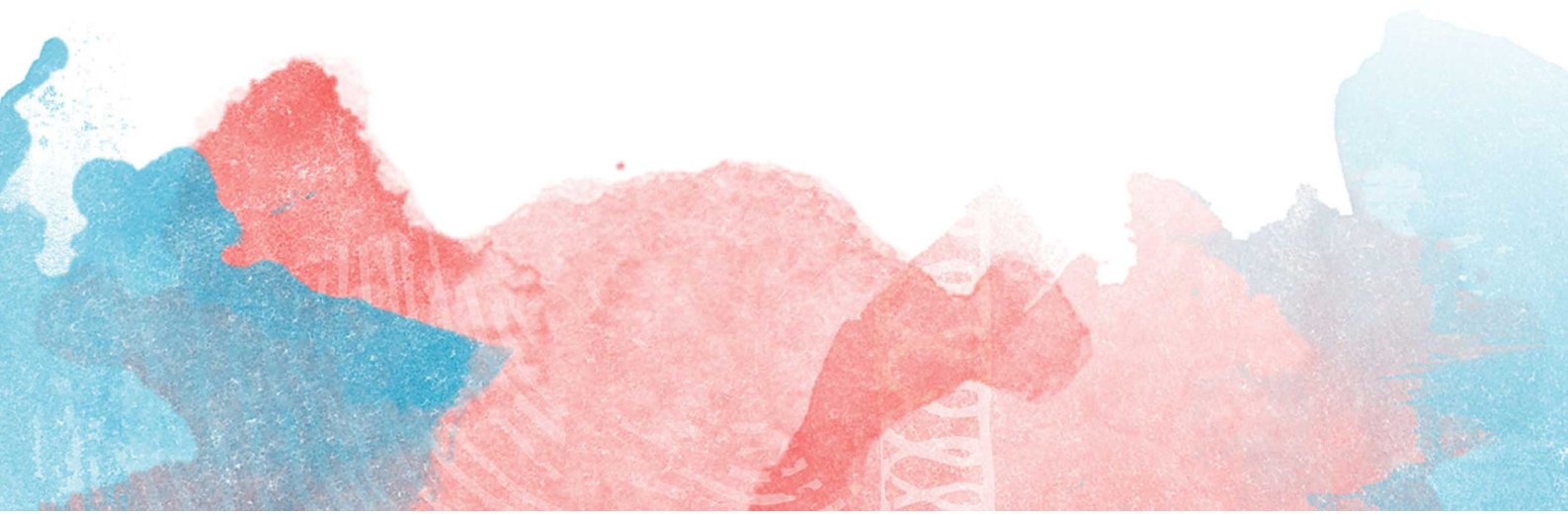
Our vision for reconciliation at St Benedict's College is to understand the of colonial injustices and show respect for Aboriginal and Torres Strait Islander peoples, histories, cultures and languages, through active participation in the community. We strive for equal and equitable opportunities for all and promote a sense of belonging embracing cultural values and beliefs through our Benedictine ethos, particularly community, prayer, and compassion.

We aim to build stronger connections within Aboriginal and Torres Strait Islander communities to support the students and staff to know the stories of First Peoples of the local area, with a focus on respectfully weaving First Peoples' perspectives into our College Catholic identity, through community, celebrations and curriculum.

St Benedict's College recognises and respects First Nations peoples' cultures and histories as fundamental in our core values and beliefs. We recognise the Traditional Custodians of the Land on which our College stands and will continue to build strong links with local Elders to share stories, cultural values, and knowledge of the First Peoples of Australia.

## ACKNOWLEDGEMENT OF COUNTRY

*We acknowledge the Traditional Custodians of the Land on which our College is built, the Gubbi Gubbi People who have continued to walk and care for the Land for thousands of years. We also acknowledge Gubbi Gubbi Elders, past, present and emerging who maintain these spiritual connections and traditions*





## RAP WORKING GROUP

<b>Name</b>	<b>Position</b>
Jessica Gaskell	Other
Peter Olley	Principal / Director
Peter Lavercombe	Other
Jemma Cecil	Staff (teaching)
Damien Harvey	Staff (teaching)
Troy Briggs	Other
Teagan Fudge	Staff (teaching)
Susie O'Farrell	Campus Minister
Timothy Campbell	APA (Pastoral)

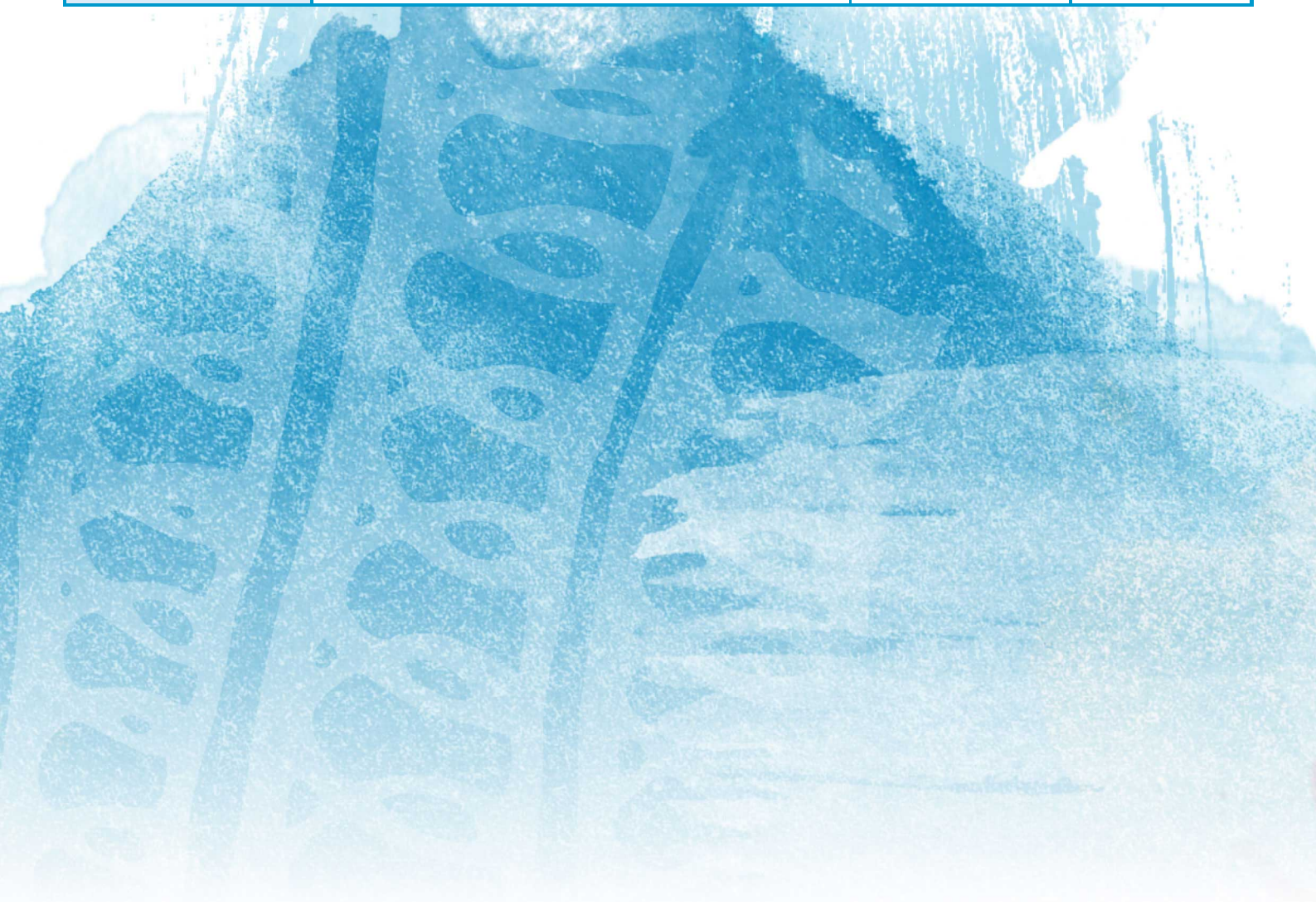
## CONTRIBUTORS

St Benedict's College would like to acknowledge the following contributors to the development of this RAP.

<b>Name</b>	<b>Role/Organisation</b>
Christopher Bugden	Business Teacher
Erin Dougherty	Education Officer - Aboriginal and Torres Strait Islander Engagement
Danita Martin	Participation Officer - Aboriginal and Torres Strait Islander
Danielle Cottrell	Teacher



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
<p>Aboriginal and Torres Strait Islander People in the Classroom</p>	<p>We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms 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.</p>	<p>Peter O, Jemma C, Damien H, Jessica G, Teagan F</p>	<p>Ongoing</p>
<p>Opportunities for Aboriginal and Torres Strait Islander Students and Children</p>	<p>We commit to providing opportunities for our 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.</p>	<p>Jemma C, Jessica G, Susie O</p>	<p>Ongoing</p>







RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
<p>Cultural Competence for Staff</p>	<p>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.</p>	<p>Jessica G, Peter O, Timothy C</p>	<p>Ongoing</p>





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.	Jessica G, Timothy C	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.	Jessica G, Peter O, Susie O	27/05/2023 - 03/06/2023
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.	Jessica G	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.	Peter O, Timothy C, Jessica G	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.	Jessica G, Peter O, Peter L, Jemma C, Damien H, Troy B, Teagan F, Susie O, Timothy C	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.	Jessica G	Ongoing



# RESPECT



# AROUND THE SCHOOL

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.	Jessica G, Peter O, Peter L, Jemma C, Damien H, Troy B, Teagan F, Susie O, Timothy 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.	Jessica G, Troy B, Susie O	Ongoing

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Care for Country	<p>We commit to actively connecting with, and caring for, the Country/place on which our school stands. This involves respectfully learning about Aboriginal and Torres Strait Islander perspectives, philosophies and practices about caring for Country/place, as well as physically demonstrating respect for the skies, waterways and Land on which we live and learn. We will consider First Nations perspectives as part of broader sustainability plans, policies and practices. This will reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples have continued to have with Country/place since time immemorial, as well as provide positive opportunities for all members of our educational community to become socially and environmentally responsible citizens who display a growing awareness of the importance of First Nations land management and sustainability.</p>	Jessica G, Troy B	Ongoing





# RESPECT



# WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Celebrate Days of National Significance	We commit to organising and participating in events to celebrate or commemorate days/weeks of national significance for Aboriginal and Torres Strait Islander peoples and the reconciliation movement to show our pride in, and respect for, Aboriginal and Torres Strait Islander histories, cultures and contributions. We also commit to including Aboriginal and Torres Strait Islander perspectives when we commemorate other national days, such as January 26 (Australia Day) and Anzac Day.	Jessica G, Peter O, Peter L, Jemma C, Damien H, Troy B, Teagan F, Susie O, Timothy C	Ongoing
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags 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.	Jessica G, Timothy C	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.	Jessica G, Susie O, Timothy C	Ongoing

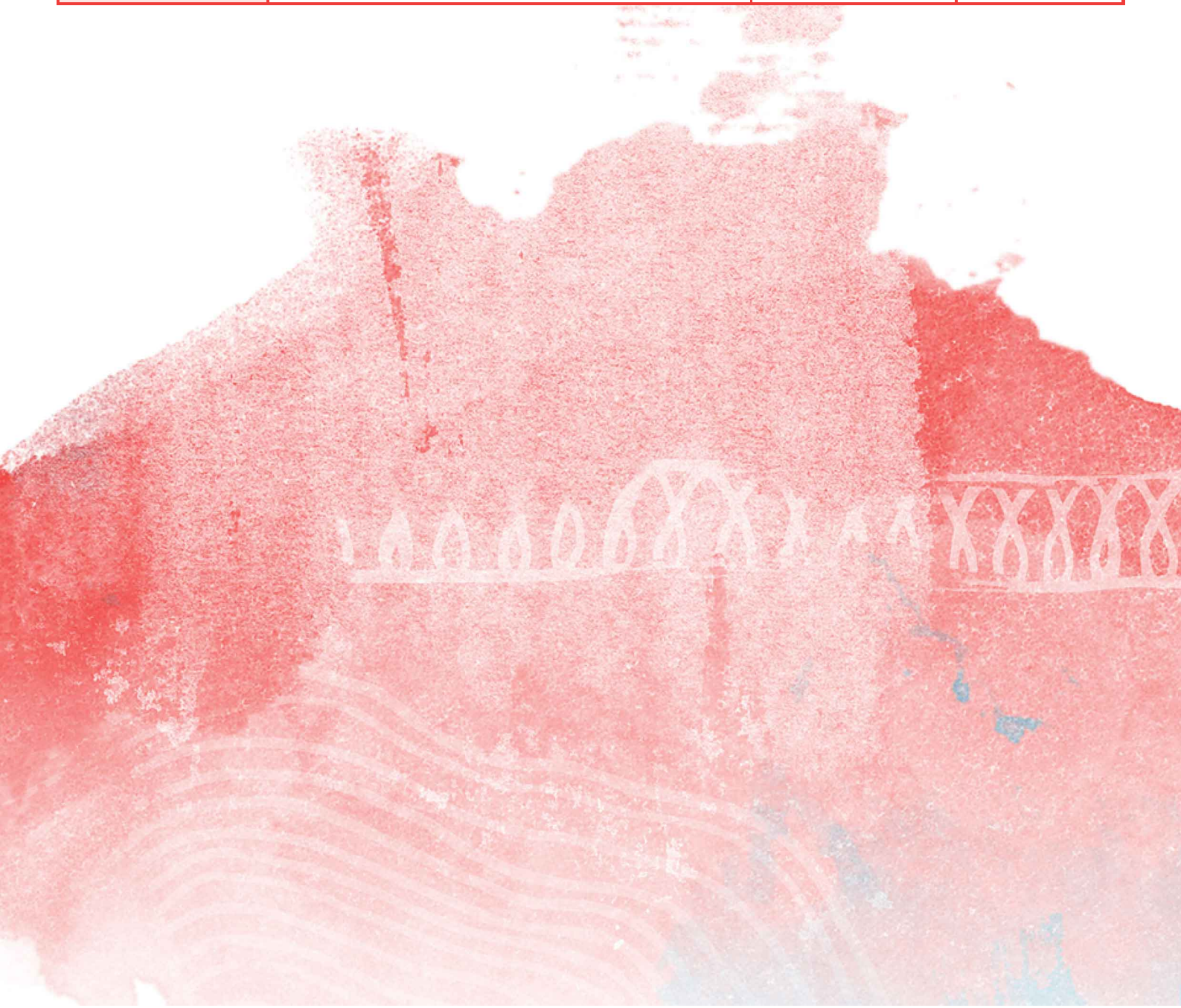


# OPPORTUNITIES



# IN THE CLASSROOM

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.	Peter O, Jessica G, Peter L, Jemma C, Damien H, Teagan F, Timothy C	Ongoing



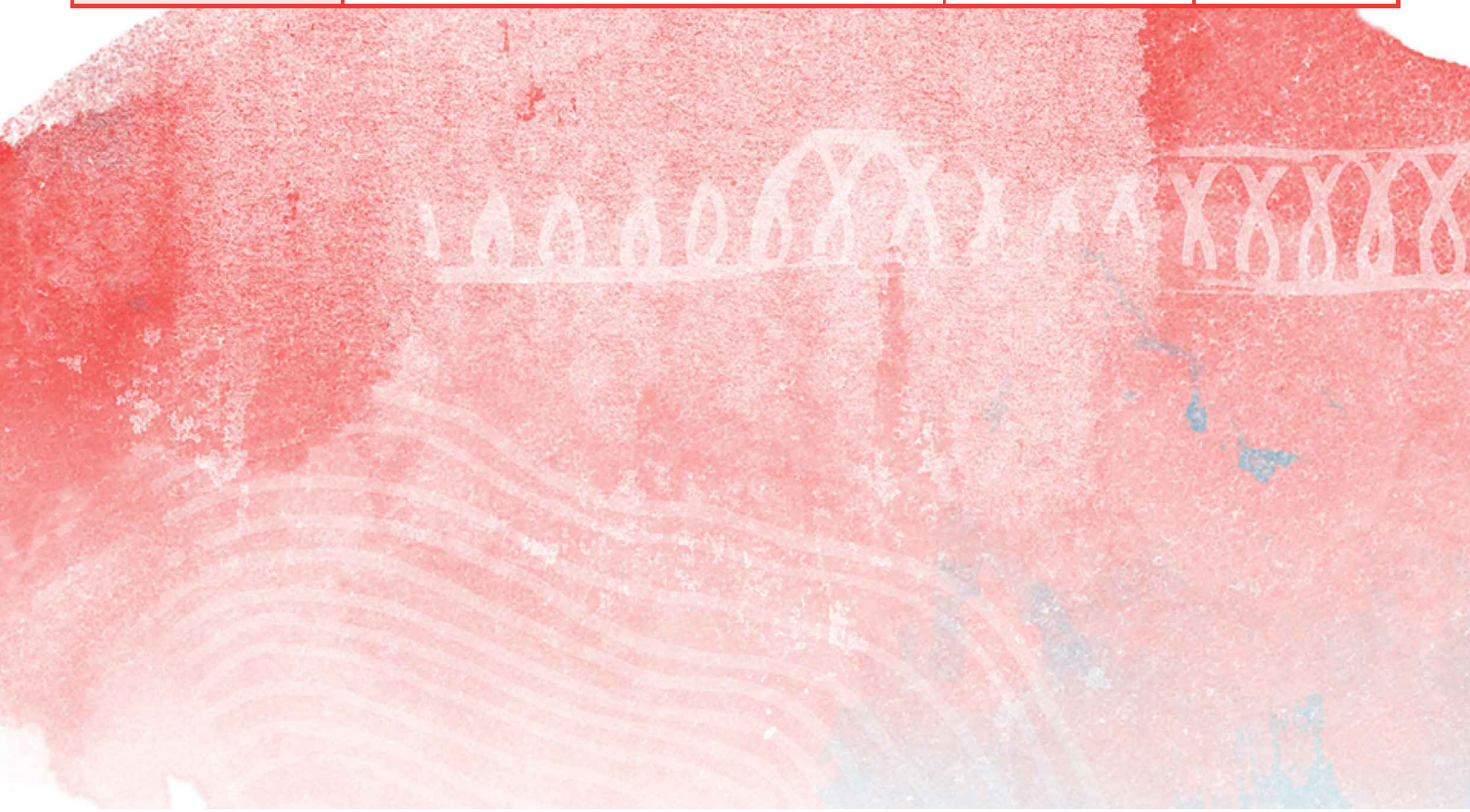


# OPPORTUNITIES



# AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
<p>Inclusive Policies</p>	<p>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 peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.</p>	<p>Jessica G, Peter O, Timothy C</p>	<p>Ongoing</p>
<p>Staff Engagement with RAP</p>	<p>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.</p>	<p>Jessica G, Peter O, Timothy C</p>	<p>Ongoing</p>







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.	Jessica G, Susie O, Timothy C	Ongoing

