

Narragunnawali
Reconciliation in Education

**NARRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Prospect Community Early Education and Care
December 2021 to December 2022



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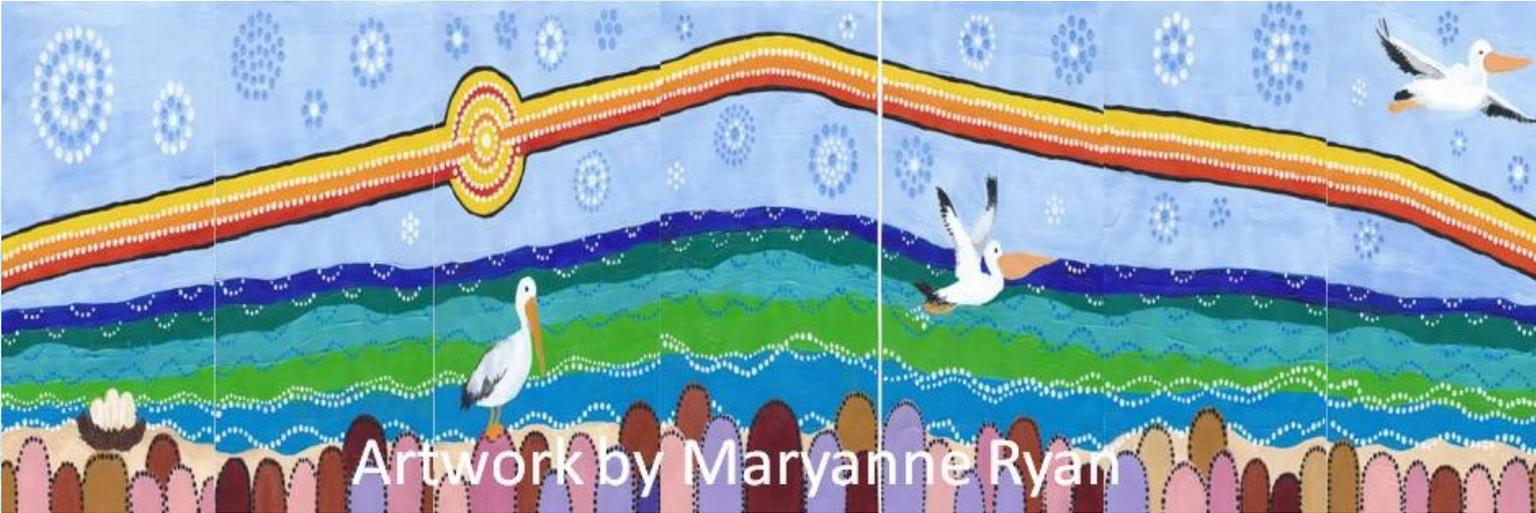
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For Kathryn

VISION FOR RECONCILIATION

Our vision is:

- To build strong relationships with Aboriginal and Torres Strait Islander people within the community, bringing diverse groups together to learn from one another and grow together towards a shared outcome.
- To strengthen respect, actively value Aboriginal and Torres Strait Islander perspectives, foster belonging, and create unity amongst all.
- To acknowledge and recognise the histories and cultures of Aboriginal and Torres Strait Islander Elders and Traditional Owners past, present and emerging.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge that the Lands that we meet on today are the traditional Lands of the Kurna people and we respect Kurna people's spiritual relationship with Country. We also acknowledge the Kurna people as the custodians of the greater Adelaide region and that recognise that their cultural and heritage beliefs are of continued importance today.

We pay our respects to Aboriginal and Torres Strait Islander Elders of the past, present and emerging.



RAP WORKING GROUP

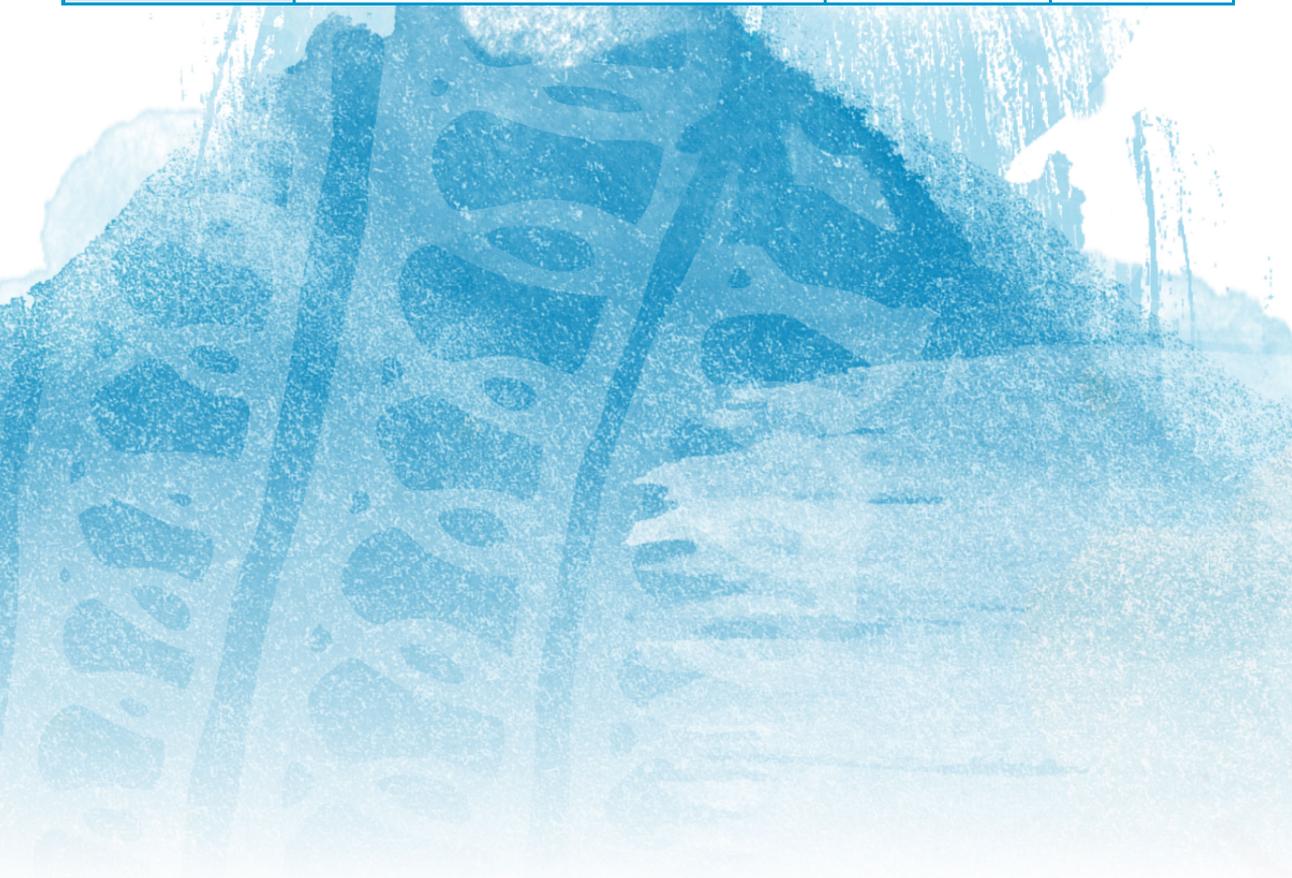
Name	Position
Kerri Smith	Principal / Director
Andi Benzija	Staff (teaching)
Brooke Casbard	Staff (teaching)
Kylie Parker	Staff (teaching)
Ranjana Pershad	Staff (teaching)

RAP SUPPORT NETWORK

Name	Role/Organisation
Antonia Dimou	Lead Educator
Ayleen Smith	Finance Officer
Brittney Pilkington	Educator
Catherine Mulvihill	Centre Cook
Chongning Li	Educator
Christine Jackson	Educator
Courtney Pearson	Educator
Dimitra Takopoulos	Educator
Jamie Marinos	Educator
Kany Madan	Lead Educator
Katie Plew	Educator
Liz Neumann	Lead Educator
Natalie Read	Educator
Sarika Sachdeva	Educator
Tammy Gaston	Educator
Stephanie Gwatking	Educator
Tina Karras	Educator



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.	Andi B, Brooke C, Kallie F, Ranjana P	Ongoing
Early Years Learning Framework - Early Learning Specific	We commit to seeking out meaningful connections between our vision and plans for reconciliation and the principles, practices and outcomes of the Early Years Learning Framework. Establishing a strong relationship between the two will ensure reconciliation is meaningfully embedded in everyday early learning environments.	Kerri S, Kylie P, Ranjana P	Ongoing





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Andi B, Brooke C, Kallie F, Ranjana P	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.	Kerri S, Kylie P	25/10/2021 - 30/12/2021
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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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.	Andi B, Brooke C, Kallie F, Ranjana P	27/05/2020 - 03/06/2020
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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	Ongoing
Reconciliation Network	We commit to establishing or joining formal external reconciliation networks to mutually support and collaboratively progress reconciliation initiatives.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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.	Andi B, Brooke C, Kallie F, Ranjana P	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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	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 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.	Kerri S, Kylie P	30/11/2021
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.	Kerri S	24/12/2021
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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Curriculum Planning	<p>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.</p>	Andi B, Brooke C, Kallie F, Ranjana P	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 peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.	Kerri S, Kylie P, Ranjana P	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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	Ongoing
RAP Budget Allocation	We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions. Staff are aware that it is important to consider remuneration for people who have been involved in RAP initiatives out of respect for the time and resources that they have contributed.	Kerri S, Ranjana P	24/12/2021



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Employment Strategy	We commit to the development and implementation of an Aboriginal and Torres Strait Islander employment strategy. This will assist in attracting Aboriginal and Torres Strait Islander candidates to vacancies, as well as supporting current Aboriginal and Torres Strait Islander employees.	Kerri S, Kylie P	Ongoing
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.	Kerri S, Andi B, Brooke C, Kylie P, Kallie F, Ranjana P	Ongoing

