

Respect

Respect in the classroom

| Commitments | Actions | Goals and deliverables | Responsibilities | Timeline |
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| 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. | <ul style="list-style-type: none"> Each campus will organise at least one classroom learning engagement which teaches about reconciliation (could include cross campus/year level engagements). | Classroom teachers Leaders of Learning (SS) | In the lead up to or during National Reconciliation Week |
| 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. | <ul style="list-style-type: none"> We will include days of Aboriginal and Torres Strait Islander significance on our whole school calendar. For example, NAIDOC Week, Sorry Day, National Reconciliation Week, Mabo Decision etc. We will invite interested students to collaborate to ensure that National Reconciliation Week and Sorry Day are appropriately acknowledged across all campuses. We will circulate a reminder in the lead up to days of national significance with links to possible resources that could be used by classroom teachers. We will incorporate Aboriginal perspectives for the following significant dates on Australia's calendar - ANZAC day and Australia Day. This may be a feature of school assemblies that serve to acknowledge these events. | RAP committee Facilities Coordinator RAP committee Interested students RAP committee Heads of School | End of 2019 Prior to National Reconciliation Week and Sorry Day, 2020 Prior to days of national significance Around the time of ANZAC Day and Australia Day |
| 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 | <ul style="list-style-type: none"> We will provide the Director of Staff Learning and Research with at least one article/report that explores current affairs and issues pertinent to Aboriginal and Torres Strait Islander peoples for publication in the CELTIC newsletter each semester. | RAP committee | Ongoing |

Respect around the School

| Commitments | Actions | Goals and deliverables | Responsibilities | Timeline |
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| 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. | <ul style="list-style-type: none"> We will display our campus Acknowledgement of Country within the classrooms. We will strengthen student understanding of the Acknowledgement of Country by allocating time to discussion around what this means within the first month of each school year (within the classroom or during assembly times). This can be reinforced throughout the year alongside days of Aboriginal and Torres Strait Islander significance. We will begin all assemblies and school functions with an Acknowledgement of Country. | <p>RAP committee</p> <p>Student RAP committee (SS) Classroom teachers (JS)</p> <p>Leadership group</p> | <p>End 2019</p> <p>March 2020</p> <p>Ongoing</p> |
| 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. | <ul style="list-style-type: none"> We will display a visual representation to show respect for Aboriginal and Torres Strait Islander culture at each campus. This will be created in collaboration with Indigenous community members. The Junior School Indigenous Garden working group will research the cost involved to establish the garden. The Junior School Indigenous Garden working group will pursue opportunities for funding of the garden. We will display welcome sign in Wurrundjeri language at the entrance of key buildings and classrooms across all three campuses. We will give consideration to naming of buildings, facilities and grounds after significant Aboriginal community members. | <p>RAP committee Buildings and Grounds</p> <p>Junior School Indigenous Garden working group Building and Grounds Junior School Indigenous Garden working group</p> <p>RAP committee Buildings and Grounds</p> <p>School Principal School Council</p> | <p>End of 2020</p> <p>End of Term 3, 2019</p> <p>End of 2019</p> <p>End of Term 3, 2019</p> <p>As required</p> |

Respect in the community

| Commitments | Actions | Goals and deliverables | Responsibilities | Timeline |
|---|--|--|----------------------------|----------|
| 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, | <ul style="list-style-type: none"> We will publish the RAP actions taking place within the school community on social media for the broader community to witness. | RAP committee Marketing | Ongoing |

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| | 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. | | | |
| 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. | <ul style="list-style-type: none"> We will establish a flag pole and erect the Aboriginal flag alongside the Australian Flag at the entrance of all campus locations (Berwick and Officer).  <ul style="list-style-type: none"> We will display the three flag set within visible areas in the main offices at each campus. | School Principal RAP committee | Completed End of 2019 |
| 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. | <ul style="list-style-type: none"> We will publish our school's Acknowledgement of Country on our school's website and wider publications as appropriate. We will physically display this acknowledgement in the reception areas and students offices at all campuses. | Marketing Buildings and Grounds | End of 2019 End of 2019 |
| RAP Launch | Our school is proud to launch our RAP at an event that recognises the efforts of the working group and celebrates our school or service's commitment to reconciliation. We will use our RAP launch event to inform the wider community about our RAP and the many different ways they can get involved and take action toward reconciliation. | <ul style="list-style-type: none"> We will launch our school's Reconciliation Action Plan to the wider community during National Reconciliation Week in 2020. We will utilise this launch as opportunity to talk and teach about reconciliation. We will invite Aboriginal and Torres Strait Islander people to speak in order to acknowledge and celebrate Indigenous perspectives on reconciliation. | RAP Committee School Principal | National Reconciliation Week 2020 |
| 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. | <ul style="list-style-type: none"> We will update our school's anti-bullying, harassment and violence policy to more specifically address anti-racism and taking action against racism. | Vice Principal?? | June 2020 |