

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Kurnai College Ngalu Waru Dardee

September 2023 to September 2024

- Kurnai College - Churchill Campus
- Kurnai College - Flexible Learning Options (FLO)
- Kurnai College - Morwell Campus
- Kurnai College - University Campus



CONTENTS

Vision for Reconciliation

The Working Group

Reconciliation Action Plan (RAP) Actions

Relationships

Respect

Opportunities



Cleansing of the spirits at Kurnai College.

VISION FOR RECONCILIATION

Kurnai College is committed to the education and enhancement of our Learning Community. We are proud of our name and heritage, recognising that our school is located on GunaiKurnai Country where we continue to build cultural understanding. Through connection with community, we are dedicated to this Reconciliation Action Plan, which we will collaboratively implement according to an active approach to Ngalu Wara Dardee meaning “Together we are stronger”. We commit to:

- Working towards a culturally inclusive and responsive learning community where all peoples, cultures, histories and perspectives are welcomed, acknowledged, and understood. By working together in joint effort with families, students, staff, and community, we will actively listen and adapt to honour diversity within our school.
- Truthfully acknowledging our nation’s histories and the hurt that has continued to affect the lived experiences of First Nations People since colonisation. We acknowledge the pain and intergenerational trauma caused by past and current inequalities and inequities, and also acknowledge the strength and resilience of First Nations peoples and cultures.
- Creating culturally safe and respectful learning environments that contribute to fostering a sense of place, identity and belonging. We will encourage understanding and appreciation of diverse cultural practices, values and beliefs and will facilitate continued learning about the diversity of First Nations cultures, traditions and continuing contributions.
- Growing and maintaining relationships with local Aboriginal and Torres Strait Islander communities and organisations. We will seek guidance on appropriate ways to strengthen relationships within our educational setting and wider local community to ensure that we are culturally inclusive and promoting cultural respect and understanding.
- Actively listening to and learning from Elders, community members, and organisations by building on relationships, and demonstrating respect for the knowledge, wisdom and perspectives of First Nations peoples.
- Celebrating difference and diversity. We recognise the richness and uniqueness of each communities’ traditions, languages, customs, and beliefs.
- Striving to create a more equitable and fair society. In doing so, we will actively work to create a safe and inclusive environment.

ACKNOWLEDGEMENT OF COUNTRY

Kurnai College acknowledges and pays respect to the Traditional Custodians of Brayakaulung Country and the GunaiKurnai Nation and pays our respect to Elders past, present, and emerging. We extend our respect to all Aboriginal and Torres Strait Islander Peoples. We recognise that, across countless generations, the Brayakaulung Clan have continued to care for this Land, its blue waters, and clear skies, and we honour their deep connection to Country. May we continue to grow in understanding, care, and connection to Country, embracing the principles of reconciliation, respect and harmony.



RAP WORKING GROUP

Name	Position
Kirrilee Endders	Staff (teaching)
Mark Johnston	Staff (teaching)
John De Souza-Daw	Staff (teaching)
Sandra Flake	Staff (teaching)
Karen Anders	Staff (teaching)
Kate Thompson	Staff (teaching)
Corine Noblet	Staff (non-teaching)
Cleo Lazaris	Staff (non-teaching)
Reece Malcolmson	Staff (non-teaching)
Michael Stubbe	Staff (teaching)
Vellu Khanna	Staff (teaching)
Caitlin Irwin	Staff (teaching)
Hayley Mills	Staff (teaching assistant)
Dave O'Halloran	Staff (teaching)
Simon Price	Staff (teaching)
Dylan Campbell	Staff (teaching)
Matthew Jobling	Staff (non-teaching)
Heather Farley	Staff (non-teaching)
Emma Hudson	Staff (teaching)
Brett Gay	Staff (teaching)
Tarna Flake	Staff (non-teaching)
Nick Try	Other
Dan Swallow	Other
Geoff Block	Other
Gregory Thomas Semmler	Other
Terry Burgess	Other
Tre Moffatt	Staff (Indigenous Education Worker)
Hollie Johnson	Staff (Indigenous Education Worker)
Christine Johnson	Community member
Marina Cooper	Staff (Indigenous Education Worker)
Anthony Rodaughan	Principal / Director

CONTRIBUTORS

Kurnai College Ngalu Waru Dardee would like to acknowledge the following contributors to the development of this RAP.

Name	Role/Organisation
Doris Paton	Gunaikurnai Elder

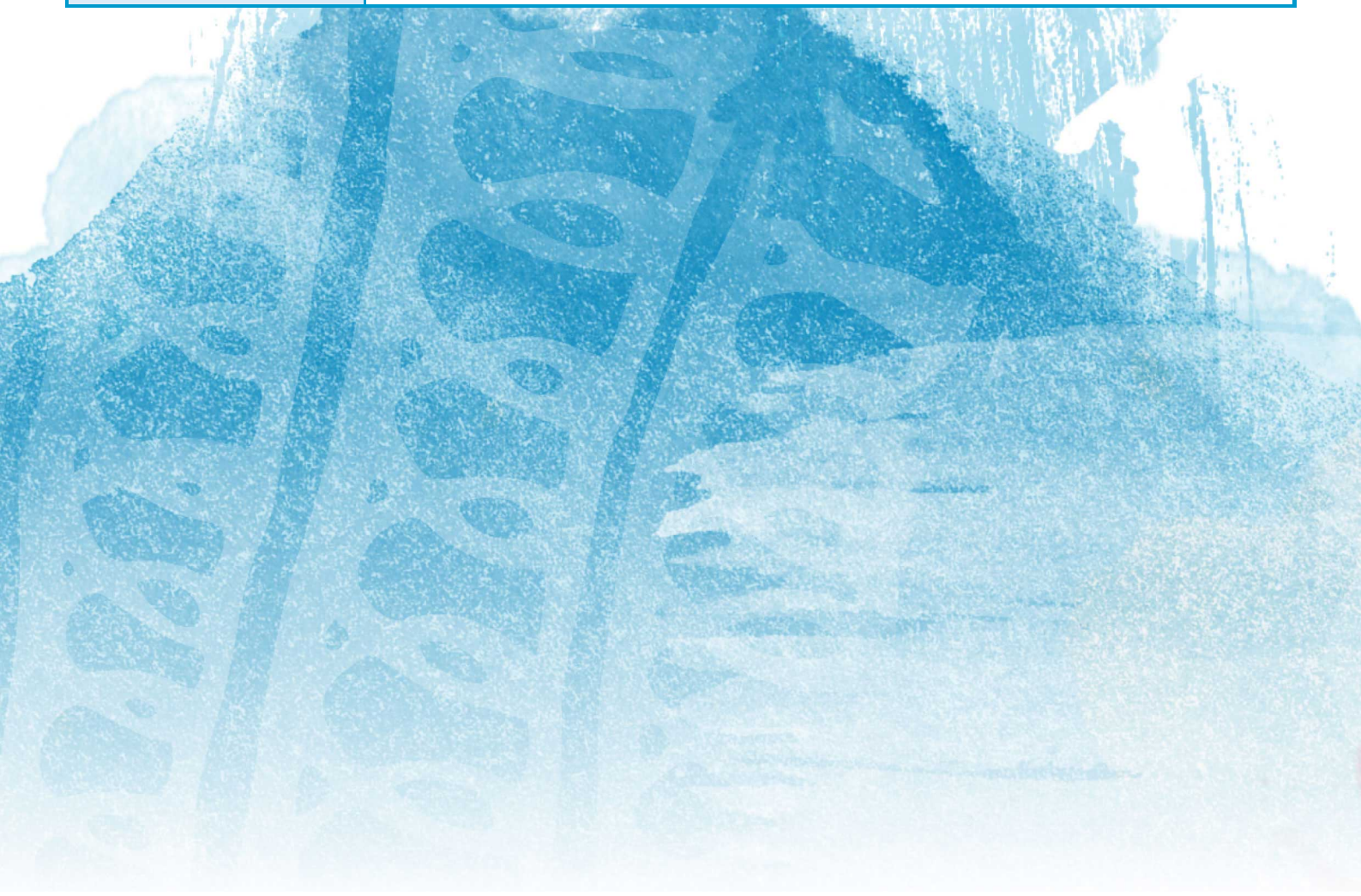


RAP ACTIONS	COMMITMENT
<p>Aboriginal and Torres Strait Islander People in the Classroom</p>	<p>We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.</p>





RAP ACTIONS	COMMITMENT
<p>Aboriginal and Torres Strait Islander Representation on Committees</p>	<p>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.</p>
<p>Elders and Traditional Owners Share Histories and Cultures</p>	<p>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.</p>
<p>Cultural Responsiveness for Staff</p>	<p>Staff are supported to reflect on and build their cultural responsiveness to improve their practice and best support the needs of Aboriginal and Torres Strait Islander students. Staff are provided with a range of opportunities to build their knowledge and understanding of their own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.</p>



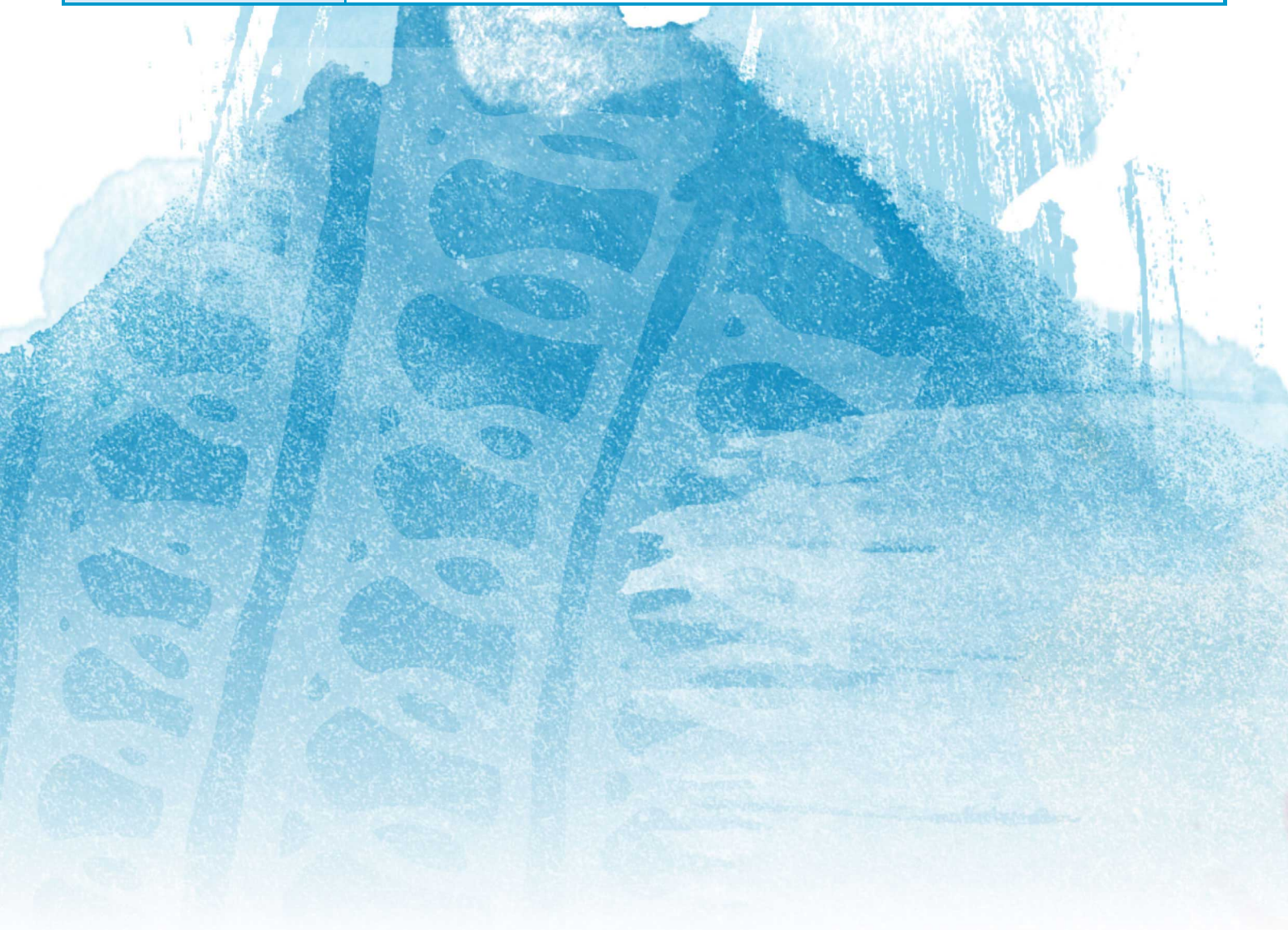


RAP ACTIONS	COMMITMENT
<p>Reconciliation Projects</p>	<p>Our school will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in learning programs and the physical environment. Through this culture of collaboration across the school 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>





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.
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.





RAP ACTIONS	COMMITMENT
<p>Build Relationships with Community</p>	<p>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.</p>





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 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.



RAP ACTIONS	COMMITMENT
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.
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.
Recognise and Respect Rights	We are committed to recognising and respecting Aboriginal and Torres Strait Islander peoples' rights under the United Nations Universal Declaration of Human Rights and the Declaration on the Rights of Indigenous Peoples. We acknowledge that working within the frameworks of both declarations is important to reducing discrimination and promoting equality and equity in the educational and wider community.



RAP ACTIONS	COMMITMENT
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>



RESPECT



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
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.
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.
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.

RESPECT



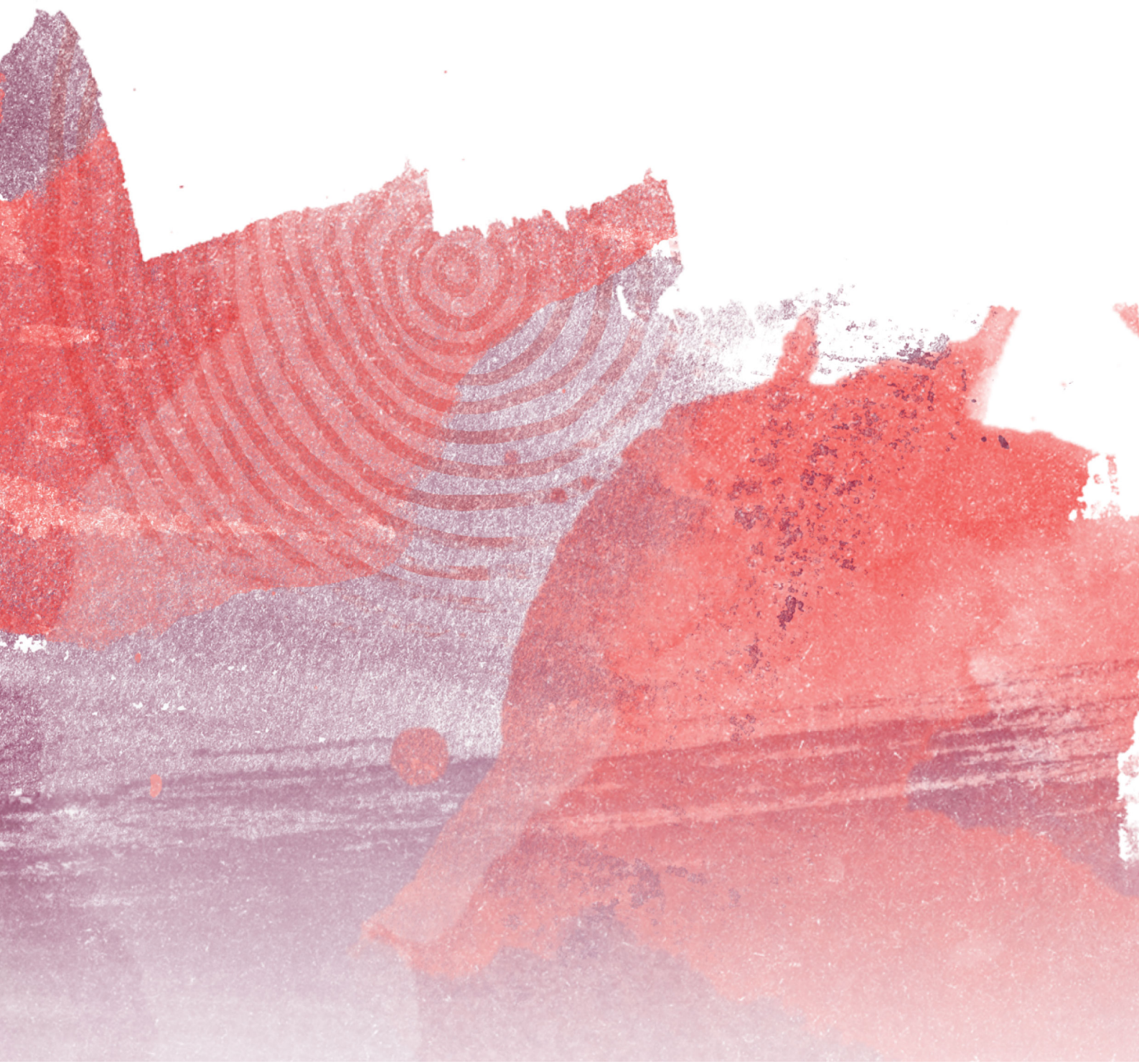
WITH THE COMMUNITY

RAP ACTIONS

COMMITMENT

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.



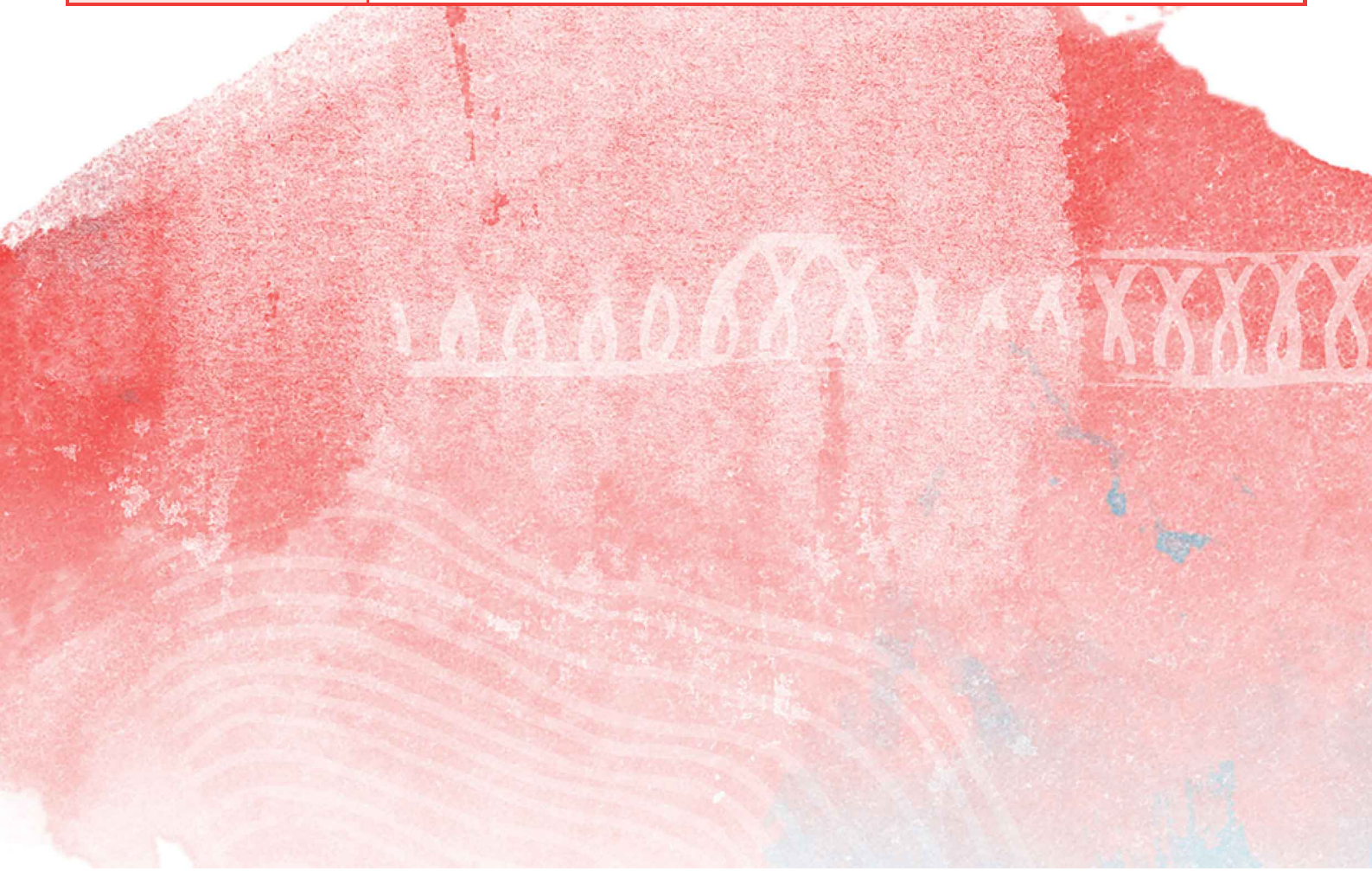


RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited 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>



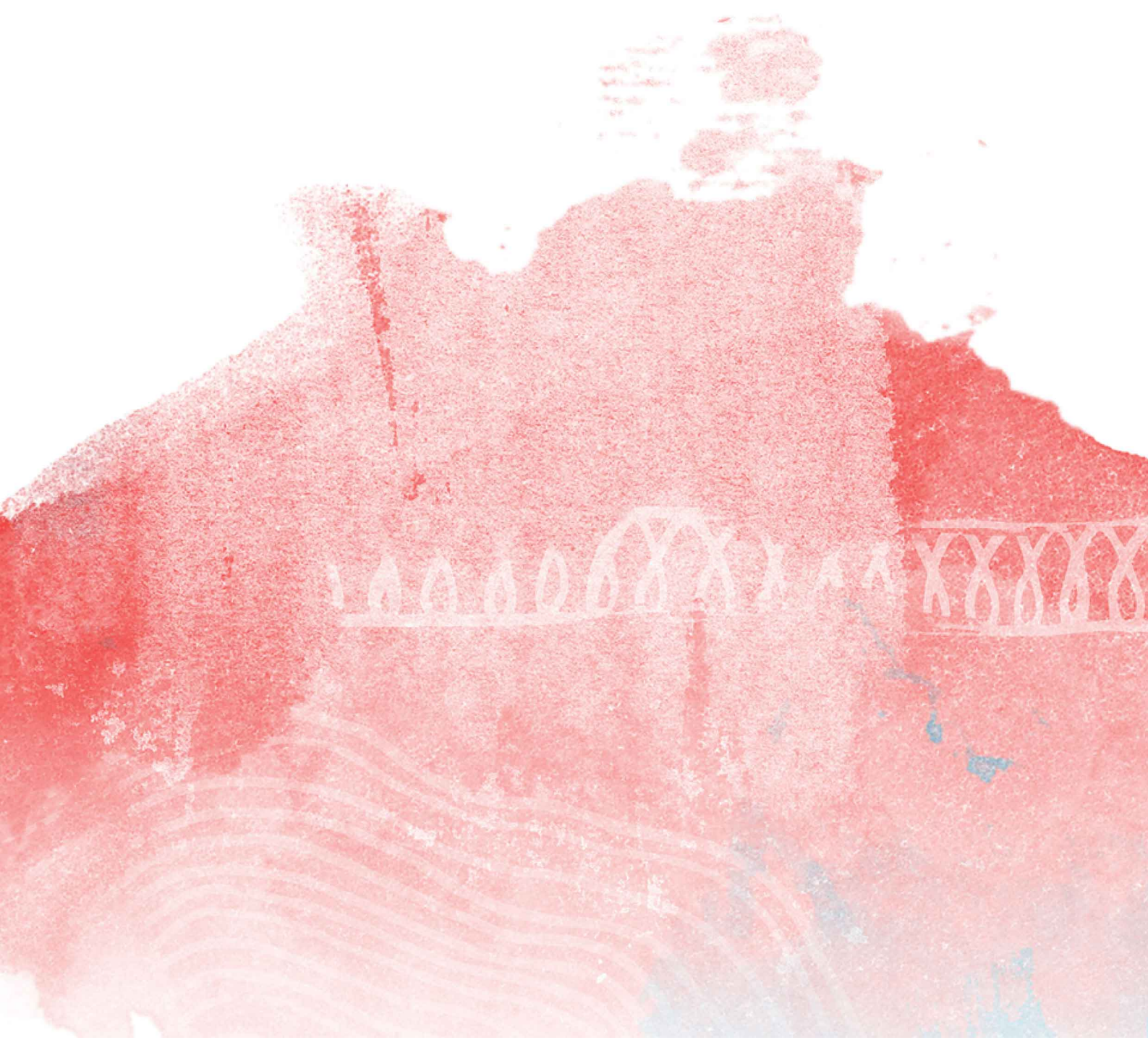


RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures 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.
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.
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.



OPPORTUNITIES AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT
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.

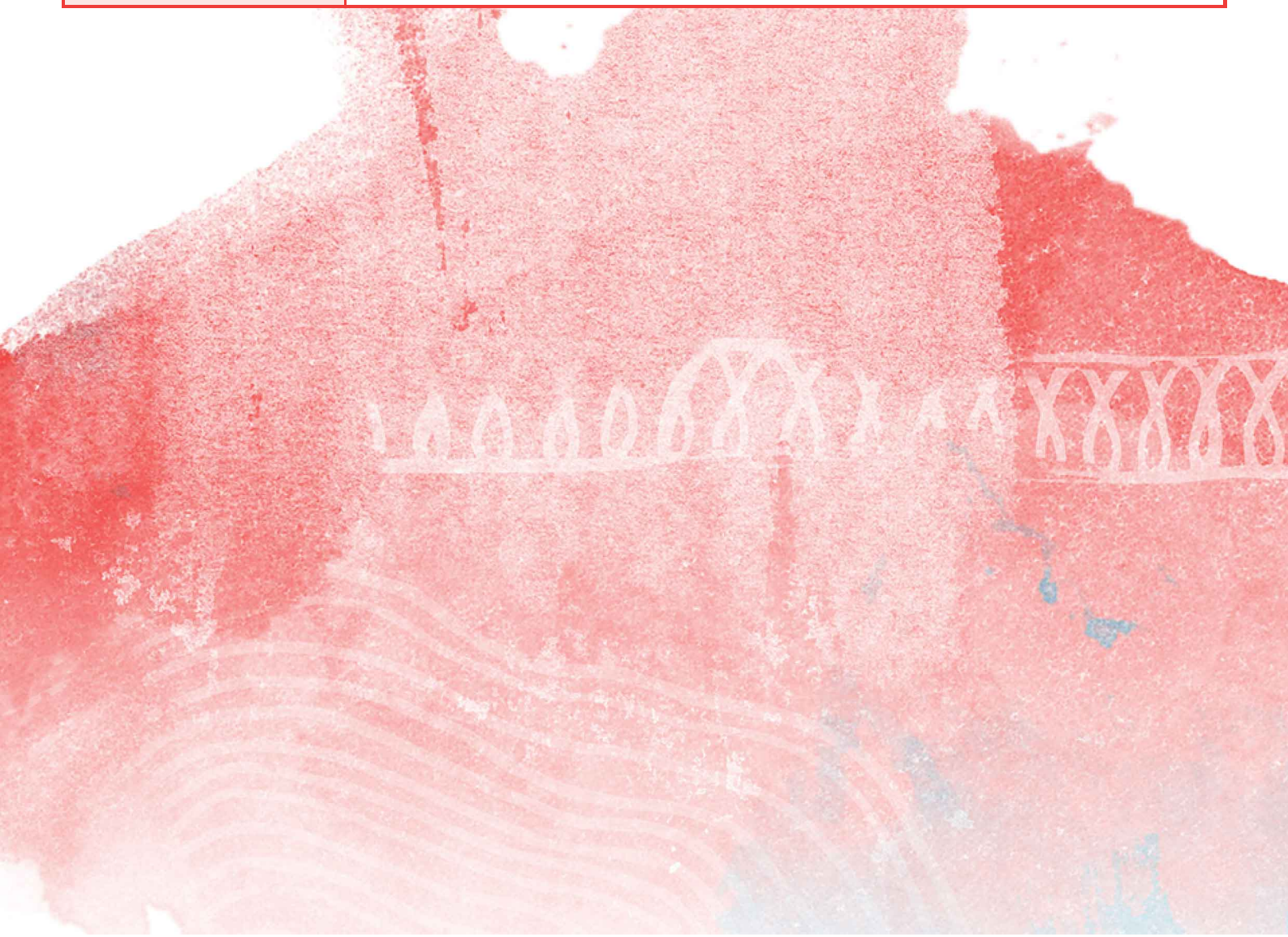


OPPORTUNITIES



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
Local Sites, Events and Excursions	We commit to learning more about the Aboriginal and Torres Strait Islander histories, cultures and contributions of the Country on which we live, work, learn and play, by working with the local Aboriginal and Torres Strait Islander community to learn about events of historical and cultural significance and visit appropriate sites.
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.
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.





RAP ACTIONS	COMMITMENT
<p>Aboriginal and Torres Strait Islander Languages</p>	<p>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.</p>

