

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

St Francis College
July 2022 to July 2023



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VISION FOR RECONCILIATION

Our College Patron Saint is St Francis of Assisi. He dedicated his life to serving the poor and marginalised in his community. Together with St Clare, he acknowledged that reconciliation was necessary and pivotal to living a whole and full life. It is through the expression of God's love that forgiveness is able to occur. St Francis and St Clare taught that reconciliation is needed to be an integrated practice in the lives of Catholic adherents, yet one does not simply forget the pain endured prior to reconciliation. It is promoted through the love, works and teachings that new opportunities for growth, change and learning can occur.

The vision for St Francis College's Reconciliation Action Plan outlines the College's continued commitment to playing our role in the act of reconciliation. The intent of this plan is to build upon our existing, meaningful partnerships and opportunities with Aboriginal and Torres Strait Islander peoples and communities.

St Francis College's vision for reconciliation is to achieve a shared pride in the diversity of Aboriginal and Torres Strait Islander cultural identities, along with a school culture that fosters equal and equitable opportunities and outcomes for Aboriginal and Torres Strait Islander students. St Francis College seeks to achieve this vision by walking together with Aboriginal and Torres Strait Islander students, their families and the wider community. This journey of positive change aims to bring an understanding of respect for Aboriginal and Torres Strait Islander Cultures between the College and stakeholders within our community. This process will help promote mutually beneficial relationships which are sustainable.

To foster equality and equity between Aboriginal and Torres Strait Islander people and other Australians, we commit to creating a culturally safe and understanding environment.

ACKNOWLEDGEMENT OF COUNTRY

St Francis College acknowledges the Traditional Custodians of this Country, the Jagera and Yugambeh people, and their continuing connection to lands, waters and community. We pay our respect to the Jagera and Yugambeh people and to Elders of all Aboriginal and Torres Strait Islander Nations past, present and emerging, for they hold the teachings, traditions and living memories of their cultures.



RAP WORKING GROUP

Name	Position
Michelle Ferguson	Other
Cathy Rhodes	Staff (teaching)
Amy Callaghan	Staff (teaching)
Jordan Schuck	Staff (teaching)
John Marinucci	Principal / Director
Fono Tufuga	Campus Minister

CONTRIBUTORS

St Francis College would like to acknowledge the following contributors to the development of this RAP.

Name	Role/Organisation
Tegan James	St Francis College, Crestmead
John Marinucci	St Francis College, Crestmead



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>Michelle F</p>	<p>Ongoing</p>





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Michelle F, Jordan S	17/07/2023



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.	Michelle F, Cathy R, Amy C, Jordan S	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.	Michelle F, Cathy R, Amy C, Jordan S, Fono T	27/05/2022 - 03/06/2022
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.	Michelle F, Cathy R, Amy C, Jordan S	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.	Amy 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.	Cathy R, Amy C, Jordan S	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.	Michelle F	Ongoing





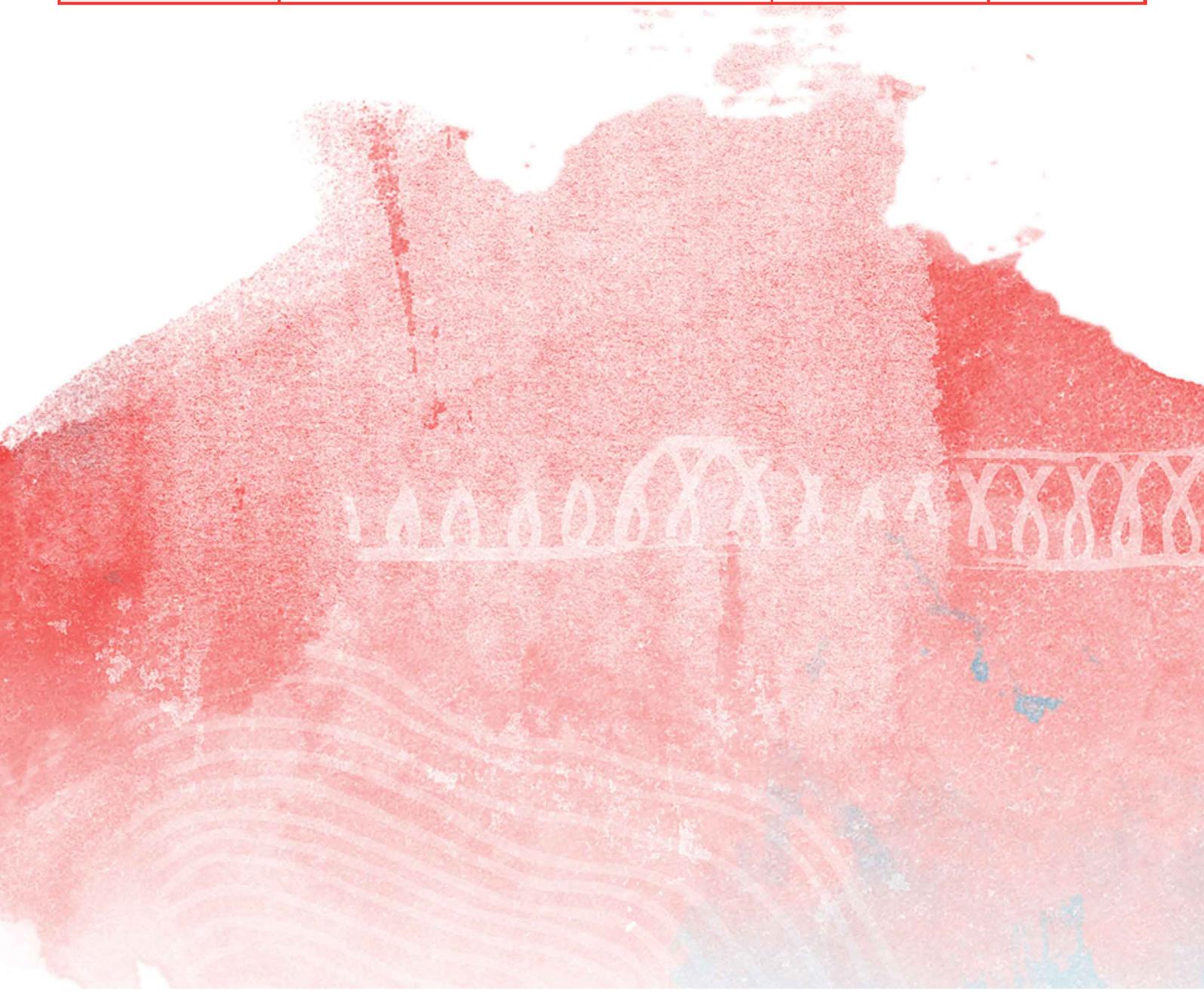
RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Flags	Our school flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.	Michelle F, Cathy R, Amy C, Jordan S	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.	Michelle F, Cathy R, Amy C, Jordan S	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.	Michelle F, Cathy R, Amy C, Jordan S	Not Set

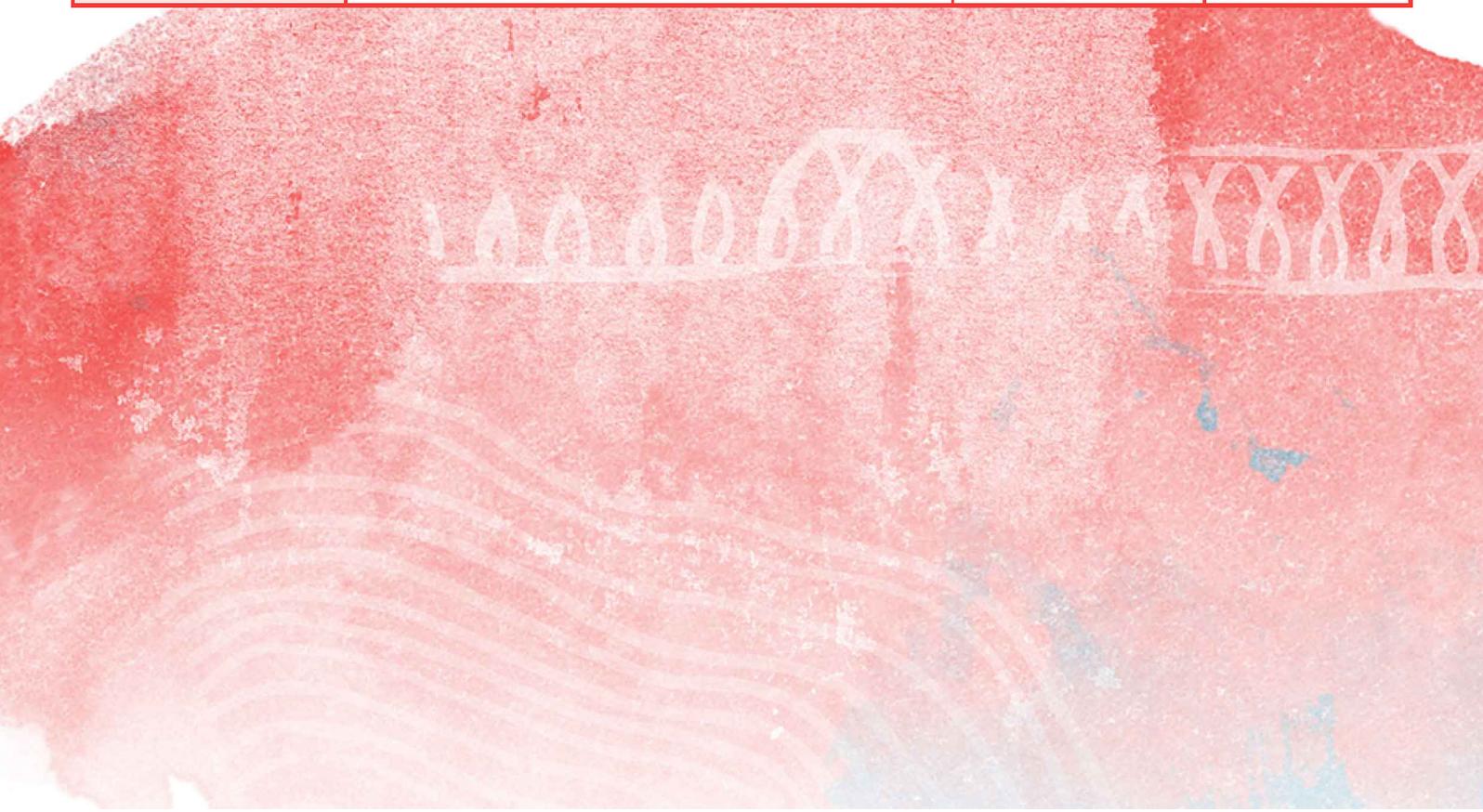


OPPORTUNITIES



AROUND THE SCHOOL

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.	Michelle F, Cathy R, Amy C, Jordan S, Fono T	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.	Michelle F, Cathy R, Amy C, Jordan S, Fono T	Ongoing





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.	Michelle F, Cathy R, Amy C, Jordan S, John M, Fono T	Ongoing

