

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

**Southern Cross Catholic College**  
**June 2022 to June 2023**

- Southern Cross Catholic College - De La Salle Campus
- Southern Cross Catholic College - Delany Campus
- Southern Cross Catholic College - Frawley Campus
- Southern Cross Catholic College - MacKillop Campus





# CONTENTS

## Vision for Reconciliation

## The Working Group

## Reconciliation Action Plan (RAP) Actions

### Relationships

### Respect

### Opportunities





## VISION FOR RECONCILIATION

Southern Cross Catholic College is a learning community which aspires to grow in knowledge, love and service in the presence of God. Our vision for reconciliation is to develop our knowledge, understanding and respect for Aboriginal and Torres Strait Islander Peoples, histories, cultures and languages. We aim to do this through engaging with and building stronger connections with the Aboriginal and Torres Strait Islander communities.

Aligned with our school's Mission, to serve the wider community and promote dignity and justice for all people; we commit to creating a culturally safe and understanding environment for Aboriginal and Torres Strait Islander students and families.

As a community of lifelong learners, we are committed to promoting equality and equity between Aboriginal and Torres Strait Islander Peoples and other Australians.

Our vision for Reconciliation supports the College motto - Seek the Light.

## ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, we acknowledge the Traditional Custodians The Gubbi Gubbi People, who have walked and cared for the Land for thousands of years, and their descendants who maintain their spiritual connection and traditions. We pay respects to Elders past, present and emerging.

We thank them for sharing their cultures, spiritualities, and ways of living with the Land in this place we all now call home.

May we continue to walk gently and respectfully together with each other



## RAP WORKING GROUP

| Name           | Position                            |
|----------------|-------------------------------------|
| Jedda Ellison  | Staff (Indigenous Education Worker) |
| Chris Campbell | Principal / Director                |
| Vanessa Hall   | Staff (teaching)                    |
| John Brown     | Staff (teaching)                    |
| Matt Rowlands  | Staff (teaching)                    |
| Mary O'Neill   | Staff (teaching)                    |
| Nicole Kirwan  | Parent/carers                       |
| Erica Elford   | Parent/carers                       |
| Reuben Pather  | Staff (teaching)                    |
| Erin Dougherty | Community member                    |



| 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 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. | Jedda E, Chris C, Vanessa H, John B, Matt R, Mary O | Ongoing  |







| 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. | Jedda E,<br>Chris C | 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. | Jedda E, Chris C, Vanessa H, John B, Matt R, Reuben 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.                      | Jedda E, Chris C, Vanessa H, John B, Matt R, Reuben P | 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.  | Jedda E, Chris C, Vanessa H, John B, Matt R, Reuben 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. | Chris C, Vanessa H, John B, Matt R, Reuben 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.  | Jedda E, Chris C, Vanessa H, John B, Matt R, Mary O, Nicole K, Erica E, Reuben 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.   | Vanessa H, John B, Matt R, Reuben 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. | Jedda E, Chris C, John B, Matt R, Mary O, Vanessa H, Reuben P | Ongoing  |





| 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. | Jedda E,<br>Chris C,<br>Vanessa H,<br>John B,<br>Matt R,<br>Mary O              | 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.   | Jedda E,<br>Chris C,<br>Vanessa H,<br>John B,<br>Matt R,<br>Mary O,<br>Reuben P | Ongoing  |
| 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.  | Jedda E,<br>Chris C,<br>Vanessa H,<br>John B,<br>Matt R,<br>Mary O              | Ongoing  |



RESPECT



WITH THE COMMUNITY

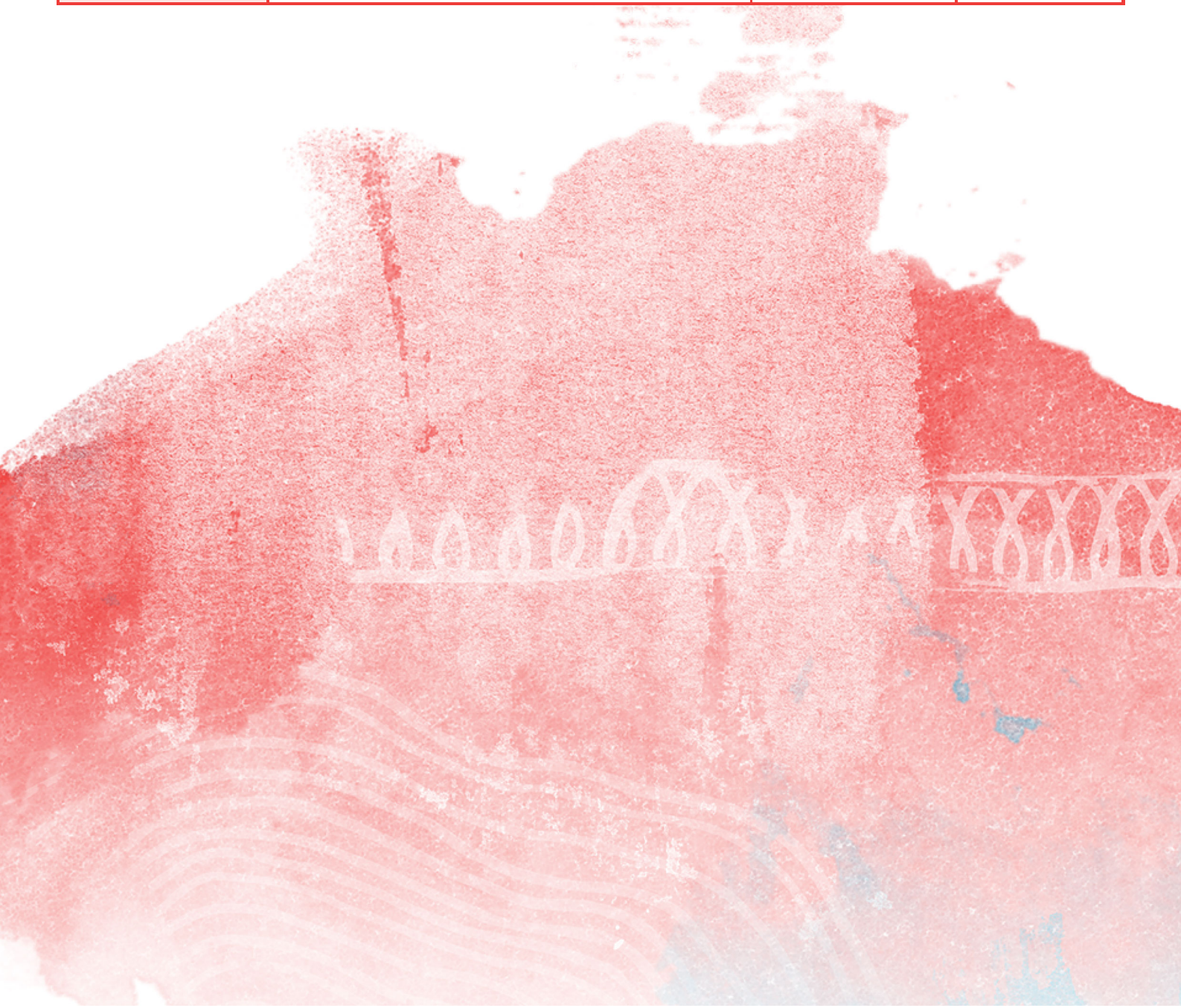
| RAP ACTIONS                | COMMITMENT  | ASSIGNED TO   | DUE DATE |
|----------------------------|---|---|----------|
| Take Action Against Racism | Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society. When racism is properly 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. | Jedda E, Chris C, Vanessa H, John B, Matt R, Mary O | Ongoing  |







| 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. | Chris C, Vanessa H, John B, Matt R, Reuben P | Ongoing  |



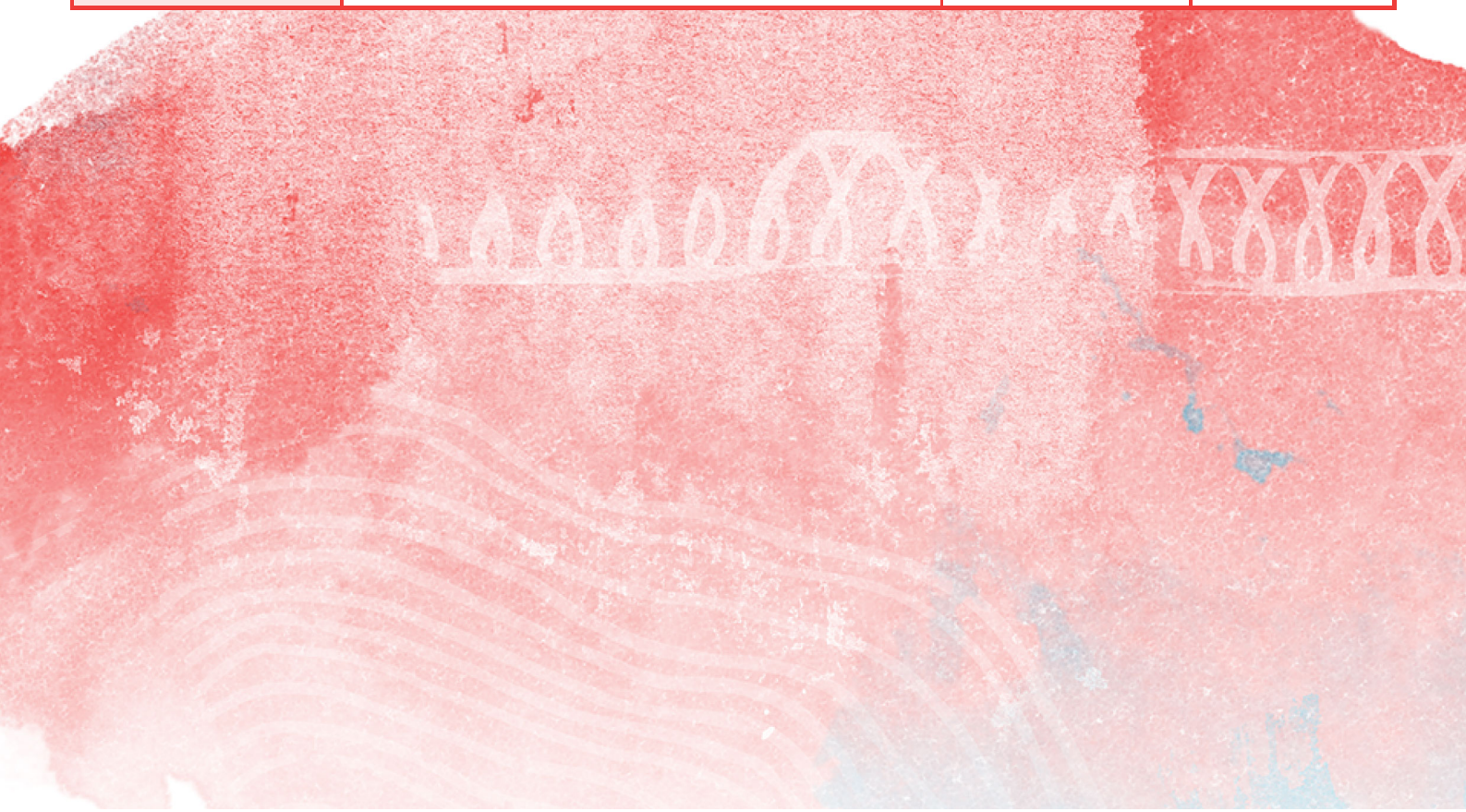


# OPPORTUNITIES



# 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. | Chris C, Vanessa H, John B, Matt R, Reuben 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.   | Jedda E, Chris C, Vanessa H, John B, Matt R, Mary O, Reuben P | Ongoing  |







| RAP ACTIONS                        | COMMITMENT  | ASSIGNED TO   | DUE DATE |
|------------------------------------|---|---|----------|
| 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.                                  | Jedda E, Chris C, Vanessa H, John B, Matt R, Mary O, Reuben 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. | Jedda E, Chris C, Vanessa H, John B, Matt R, Mary O, Reuben P | Ongoing  |

