

NAKRA GUNNA WALI

RECONCILIATION ACTION PLAN

St Peter's College

December 2019 to December 2020

- St Peter's College
- St Peter's College Early Learning Centre



St Peter's College
ADELAIDE, AUSTRALIA



RECONCILIATION
AUSTRALIA

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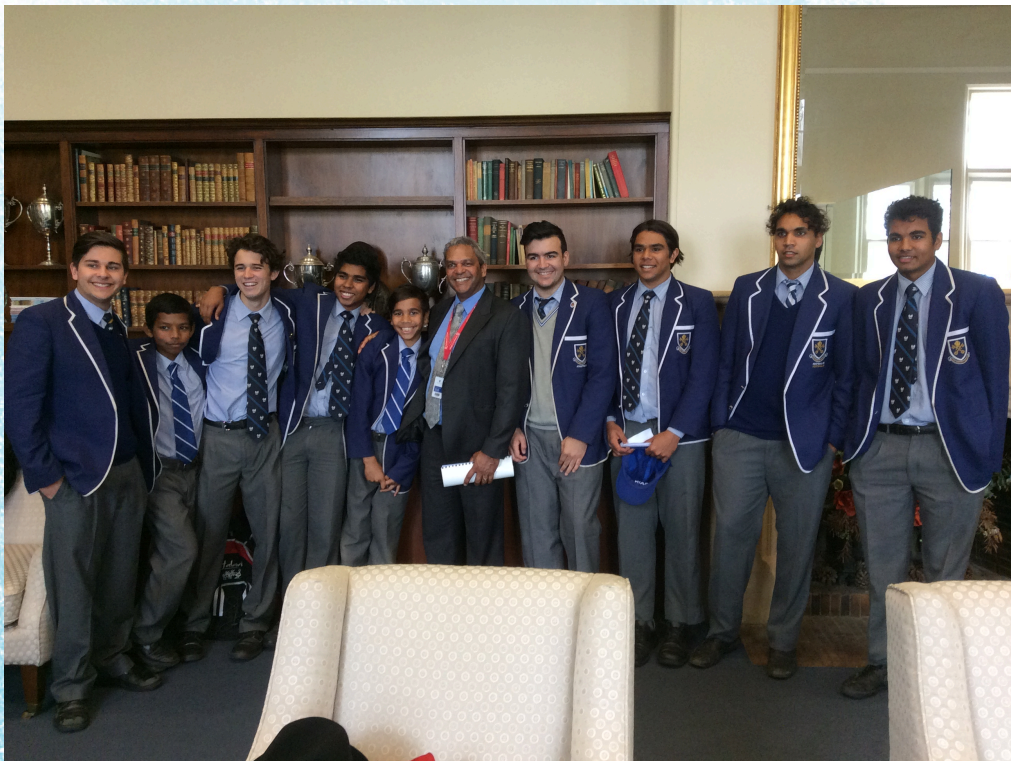
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VISION FOR RECONCILIATION

Reconciliation at St Peter's College involves understanding, acknowledging and celebrating Aboriginal and Torres Strait Islander histories, vibrant cultures and traditions. Reconciliation action is framed by three key ideas: relationships, respect and opportunities. The process towards reconciliation can be joyful, but also at times emotionally challenging. We acknowledge that there can be no true reconciliation between peoples until we have reconciled within ourselves. Relationships are at the heart of reconciliation. We believe that opportunities for people to come together from a position of mutual understanding in order to share and listen to each other's stories and ideas, are the best way to encourage reconciliation within our community.

St Peter's College will show its commitment to reconciliation through action. We will do this by collaborating with Aboriginal and Torres Strait Islander peoples to address the gaps identified in our Reconciliation Action Plan and committing to specific actions in a timely manner. We acknowledge that there has been, and continues to be, pain and sorrow for the Aboriginal and Torres Strait Islander peoples, because of oppression, misunderstandings and racism. We now understand the need to support and enable healing if we are to achieve reconciliation. We must commit ourselves to being a community that celebrates Aboriginal and Torres Strait Islander cultures, encouraging pride that fosters a strong sense of identity.

St Peter's College seeks to develop young men who will engage in the world with confidence and compassion. We are dedicated to sustaining and developing a community who have shared responsibilities in education. This includes providing rich learning opportunities that will strengthen the knowledge and understanding of the diversity within and across Australia's First Peoples.

St Peter's College embraces all opportunities to build stronger, respectful relationships with Aboriginal and Torres Strait Islander families within our community. We will evidence this by listening, learning, demonstrating respect in action, providing equal and equitable opportunities, and giving these families and community members a voice.

ACKNOWLEDGEMENT OF COUNTRY

"Ngadlu tampinthe ngadlu Kaurna yartangka inparrinthe."

We acknowledge that we meet on the land of the Kaurna people.

We acknowledge that the Kaurna people are the Traditional Custodians of the Land that encompasses the Adelaide Plains, including St Peter's College. We pay respect to the Elders past and present of the Kaurna Nation, and recognise that their cultural and heritage beliefs are important to them and us today. We seek to celebrate, value and respectfully include the wisdom and culture of Aboriginal and Torres Strait Islander peoples into the learning and life of our School.

RAP WORKING GROUP

Name	Position
Rose Harvey	Staff (teaching)
Theo McCall	Staff (teaching)
Ebony Stewart-Davis	Staff (non-teaching)
Emily Rogers	Staff (teaching)
Jamie Schubert	Staff (teaching)
Lauren Trowse	Staff (teaching)
Olivia Jones	Staff (teaching)
Shelby Baker	Staff (teaching)
Astrid Innes	Staff (non-teaching)
Jade Bester	Staff (teaching)
Arasmia Hanna	Staff (teaching)
Hayley Patton	Staff (teaching)
Kylie Flanagan	Staff (teaching)
Jeremy Borgas	Staff (teaching)
Lisa Southwell	Staff (teaching)
Rob Green	Staff (teaching)
Mark Coventry	Staff (teaching)
Stuart Mitchell	Staff (non-teaching)
Carmen Bester	Staff (teaching)
John Lochowiak	Community member
Leon Connop	Student
Stephanie Cabot	Staff (teaching)
Mike Oliver	Staff (non-teaching)
Kirsty Jackman	Staff (non-teaching)
Em Wilson	Staff (teaching)
Ned Gauvin	Student

Name	Position
Ray Pearson	Staff (teaching)
Monica Williams	AISSA consultant
Joe Thorp	Chairman, Council of Governors
Ceri Slinger	Staff (teaching)
Lauren Brenton	Staff (teaching)
Connor Murphy	Student
Asher Le Quesne	Student
Nivranshu Irkulla	Student
Chirath Lekamge	Student
Angadbir Sohr	Student
Will Freesmith	Staff (teaching)
Marcus Blackburn	Principal / Director
Wendy Dimonte	Staff (teaching)

RAP SUPPORT NETWORK

Name	Role/Organisation
Frances Zybreckyj	Previous Indigenous Program Coordinator
Scott Taat	Previous student
Ryan O'Callaghan	Previous student
Aaron Barrie	Previous teacher
Ben Hanisch	Previous Principal/Director
Adan Taat	Previous student
Hugo Hart	Previous student



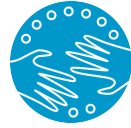
RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.	Stephanie C, Ray P, Monica W, Ceri S	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.	Stephanie C	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.	Stephanie 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.	Stephanie C	15/04/2020
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.	Lauren B	27/05/2019 - 03/06/ 2019
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.	Stephanie C	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Reconciliation Network	We commit to establishing or joining formal external reconciliation networks to mutually support and collaboratively progress reconciliation initiatives.	Stephanie C	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.	Stephanie C, Mike O, Ned G	30/12/2020
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.	Stephanie C	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.	Stephanie C	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.	Stephanie C	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 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.	Stephanie C, Ceri S	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.	Stephanie C	26/10/2017
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.	Stephanie C, Lauren B, Mike O, Kirsty J, Em W, Ned G, Ray P	16/09/2017



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.	Stephanie C	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.	Stephanie C, Monica W, Ceri S, Marcus B	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 people and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.	Stephanie C	30/01/2018
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.	Lauren B, Stephanie C	21/08/2017
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.	Stephanie C, Ray P	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.	Lauren B, Stephanie C, Ned G	30/03/2018

