

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Brunswick Kindergarten

September 2023 to September 2024



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## VISION FOR RECONCILIATION

Brunswick Kindergarten's vision for reconciliation is to create a community where Aboriginal and Torres Strait Islander peoples and cultures are respected, celebrated, valued and included into our pedagogical practices and curriculum.

As early childhood educators, we believe we have a strong responsibility to nurture an understanding and appreciation of Aboriginal and Torres Strait Islander histories and cultures to ensure the next generation of Australians grow up with connection to and an understanding of Aboriginal and Torres Strait Islander peoples' cultures, and our nation's true histories.

Each enrolment year we have the unique opportunity to engage, inspire, influence and educate our children, staff and community and meet that responsibility of cultural responsiveness and make a difference in the lives of all our children.

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and as Custodians of the Land on which we live, work and play.

This respect is woven and embedded into everything we do. We're focused on building connections and relationships with the local Wurundjeri Woi-Wurrung People celebrating First Nations cultures and providing an early learning environment where all children are included and feel welcome.

We strive to develop genuine, lasting relationships with Aboriginal and Torres Strait Islander communities of the City of Merri-bek and to embed learning about our shared history throughout our kindergarten learning environment and curriculum.

We dedicate ourselves to a future that reinforces the values of inclusiveness, equality, equity, resilience and shared understanding of Australia's troubled past, reconciling present and unified future.

## ACKNOWLEDGEMENT OF COUNTRY

### **Acknowledgement Of Country**

We at the Brunswick Kindergarten

Would like to acknowledge the Wurundjeri People and Elders of the Kulin Nation.

We promise to care about Country in this place called Naarm

Where we live, learn and play.

Here is the Land

Here is the sky

Here are my friends

And here am I

Always was Always will be Aboriginal Land.

## RAP WORKING GROUP

<b>Name</b>	<b>Position</b>
Elisa Brasher	Principal / Director
Frances Salatino	Staff (teaching)
Maria Siantis-Arvanitis	Staff (teaching assistant)
Emilia Supra-Toia	Parent/carer
Joanne Kakafikas	Parent/carer
Sonia Paolino	Staff (teaching assistant)



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>



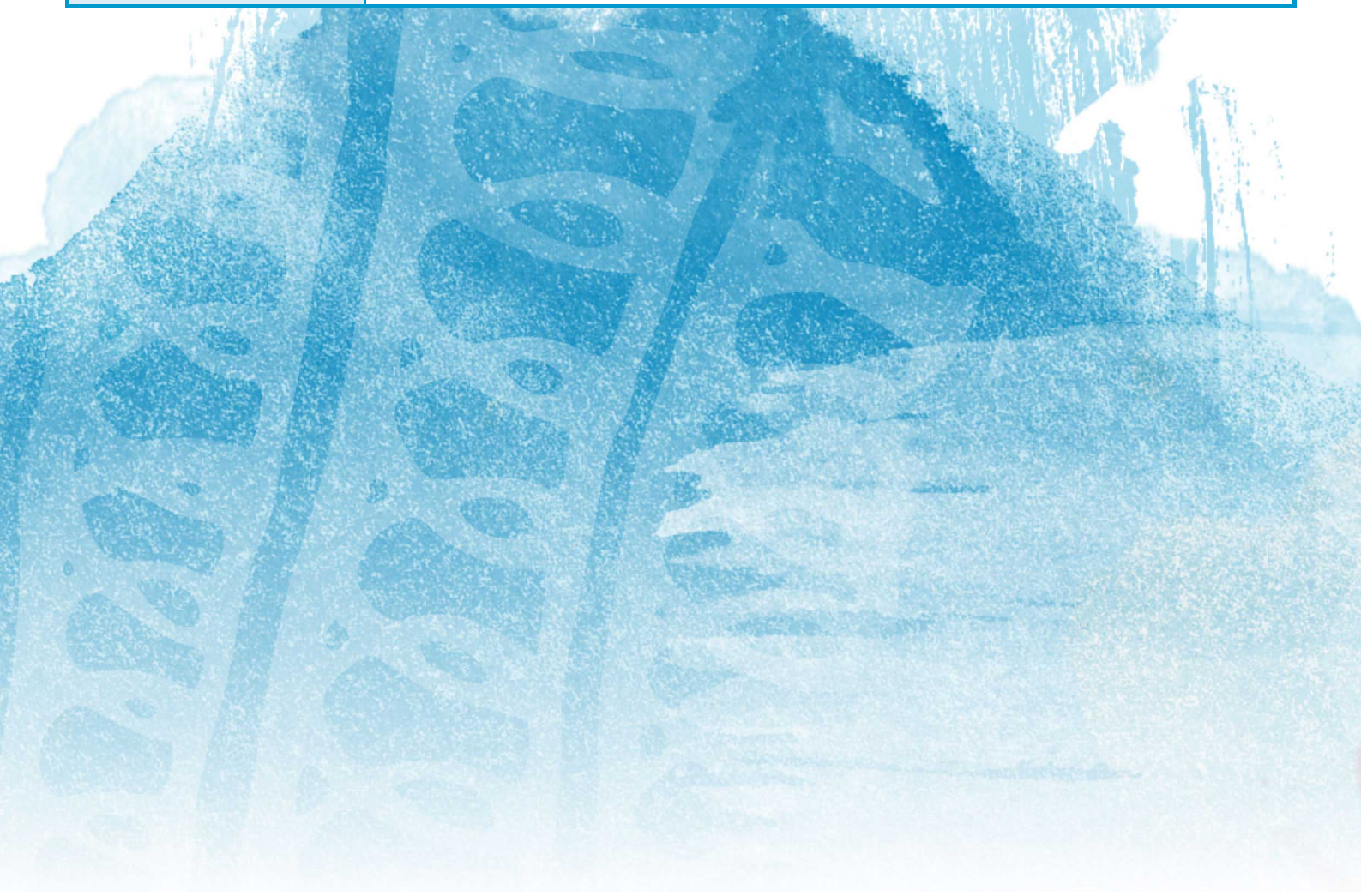


RAP ACTIONS	COMMITMENT
<p>Aboriginal and Torres Strait Islander Representation on Committees</p>	<p>We commit to inviting Aboriginal and Torres Strait Islander staff, parents/carers and community members to be active representatives on our early learning service’s committees. We commit to ensuring Aboriginal 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>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>
<p>Reconciliation Projects</p>	<p>Our early learning service 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 early learning service 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>



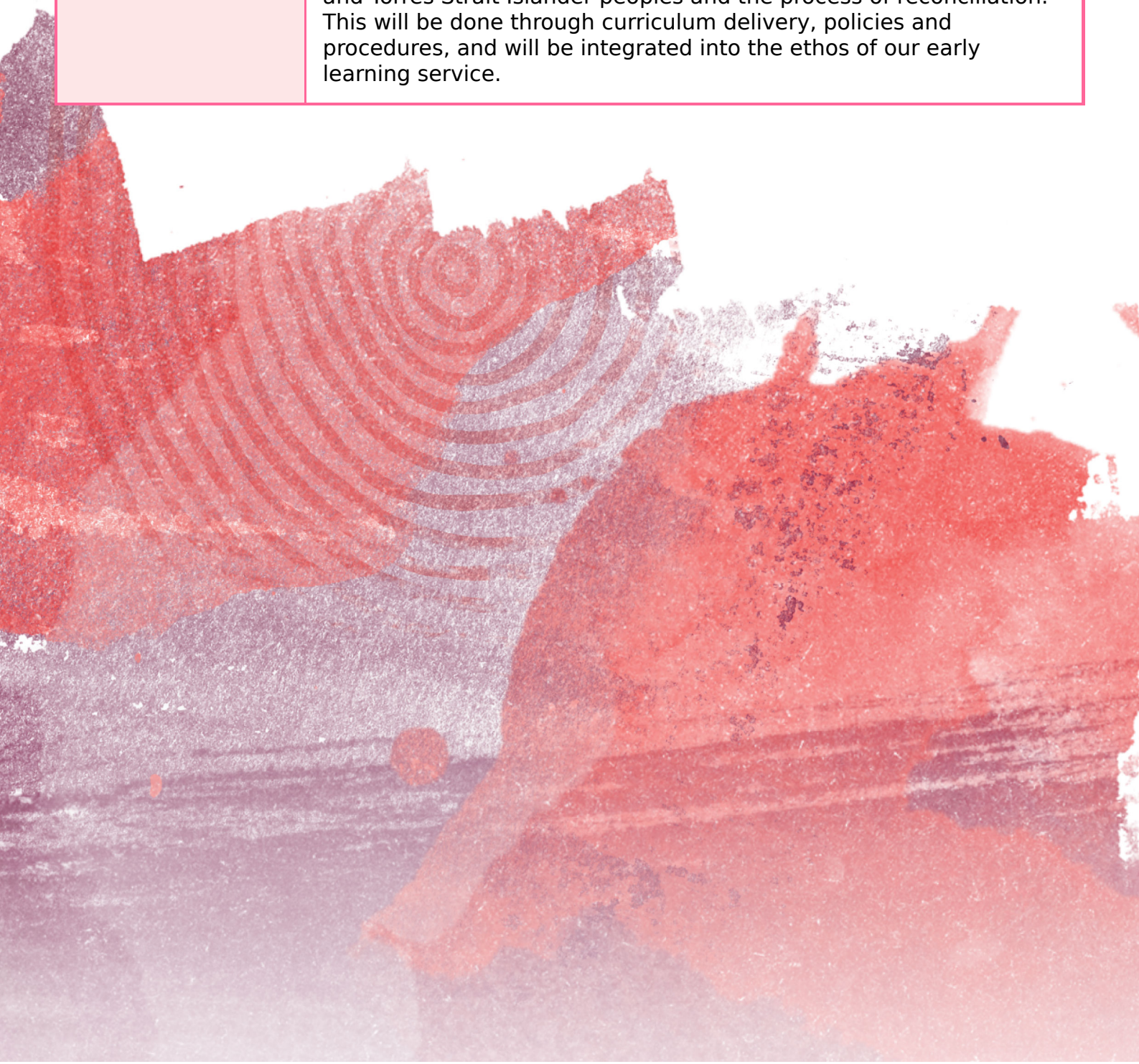


RAP ACTIONS	COMMITMENT
<p>Welcome to Country</p>	<p>Where appropriate, significant events at our early learning service commence with a Welcome to Country. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. By incorporating 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.</p>
<p>Celebrate National Reconciliation Week</p>	<p>Our early learning service 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.</p>
<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 early learning service 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 early learning service's RAP by positioning it within the broader story of reconciliation in Australia.
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 early learning service.





RESPECT



AROUND THE SCHOOL

**RAP ACTIONS**

**COMMITMENT**

Acknowledgement  
of Country

Our early learning service 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.

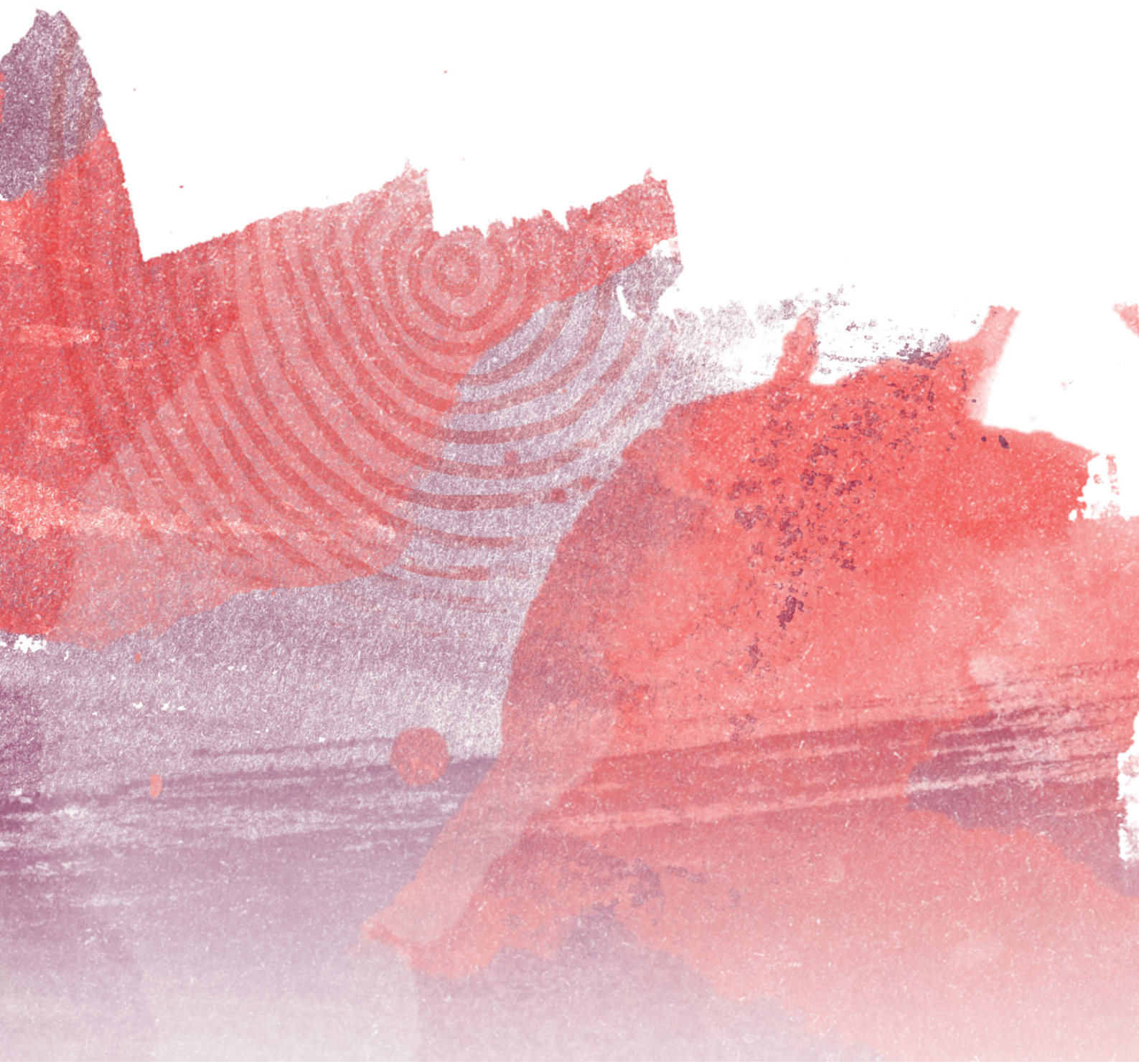


RESPECT



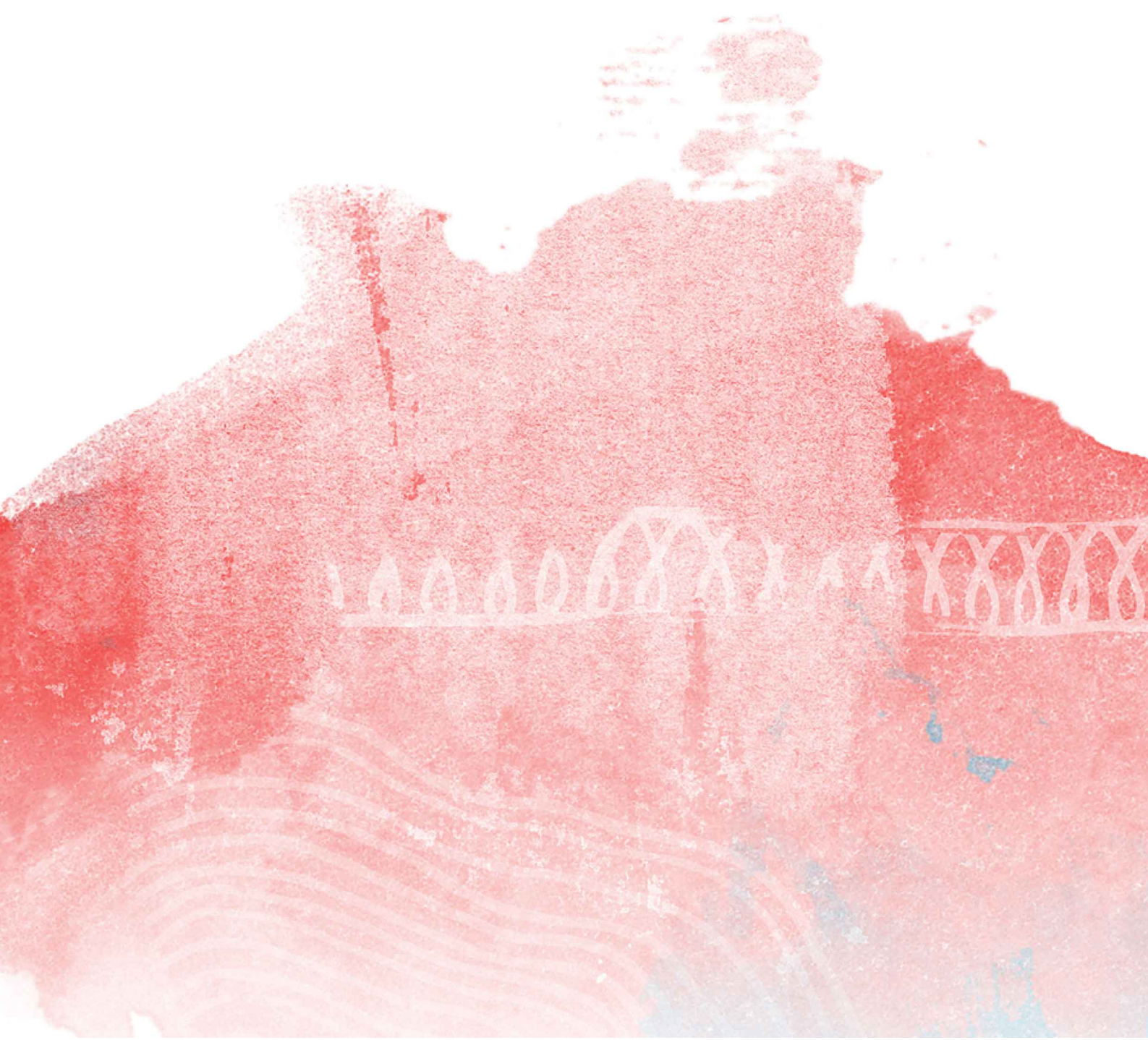
WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander Flags	Our early learning service 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.
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 early learning service.



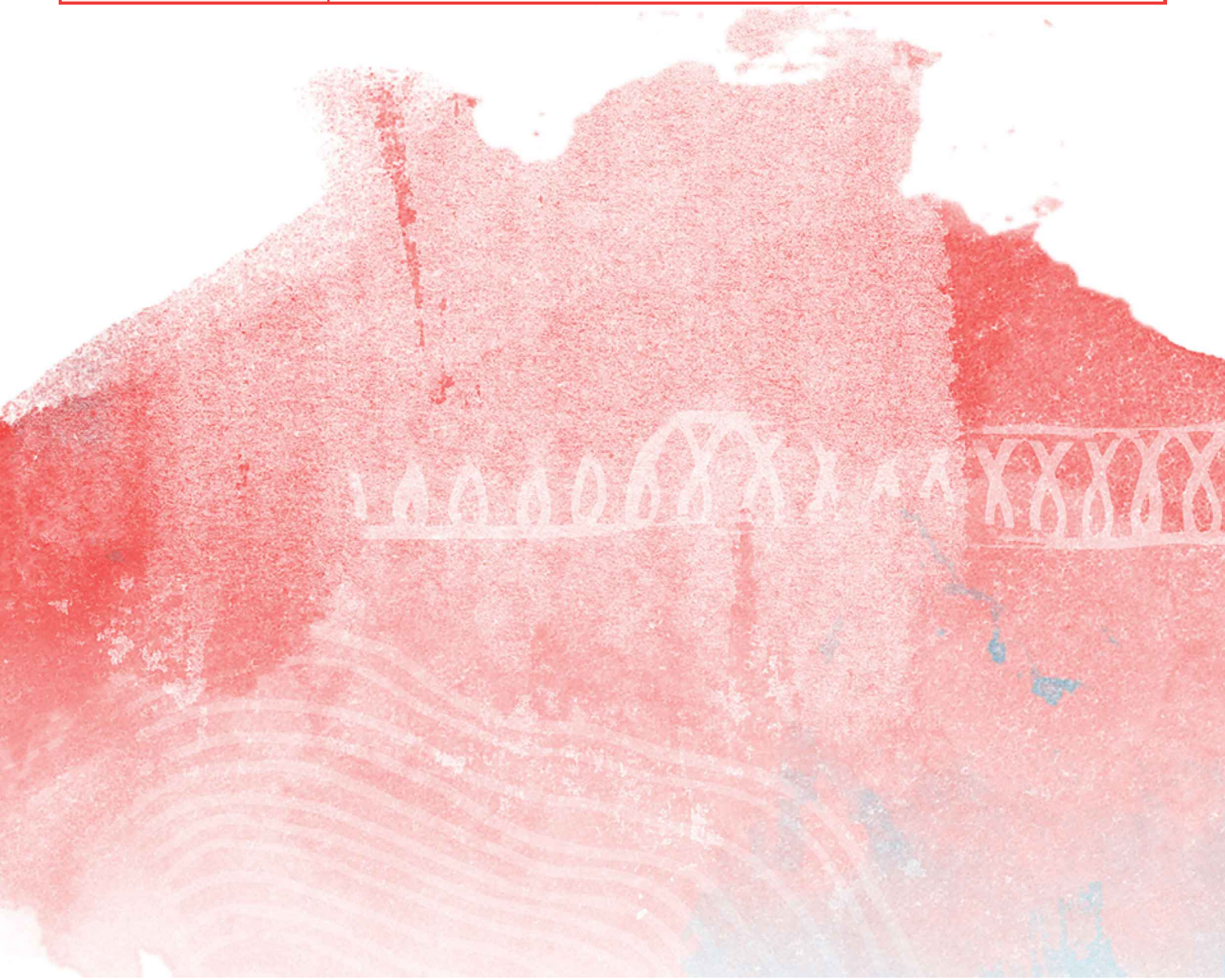


RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited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

