

Nagle Catholic College

Reconciliation Action Plan



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Vision for Reconciliation

The Nagle Catholic College motto is '**For Others**'. This motto underpins and provides a vision of what we do with our staff, students, families and the wider community. We commit ourselves to actively working alongside Aboriginal and Torres Strait Islander People for reconciliation, justice and respect.

We look for equitable and equal opportunities for all students at our College. In doing so we pay tribute and respect to the local Yamatji People, their culture, their traditions, and the contribution they continue to make to our Mid West community. Our hope is to make all students feel valued and proud of their cultures. In seeking to give them confidence to achieve their best, we use education to build self-worth and pride in themselves, their cultures and heritage.

ACKNOWLEDGEMENT OF COUNTRY

We gather here today on this beautiful and special land traditionally cared for by the Southern Yamatji People. We recognise both their knowledge and continuing connection to land, water and community. As members of the Nagle Catholic College community, we understand that we can learn from this knowledge and the Southern Yamatji culture. We pay our respects to the Southern Yamatji People, their elders past and present and to all Aboriginal and Torres Strait Islander People in Australian today.





RAP Working Group

Deputy Principal Faith and Life	Aboriginal Liaison Officer	Aboriginal Teaching Assistant	Director of Students	Director of Catholic Identity and Mission
Member of the Legislative Council	Community Member	Assistant Business Manager	Senior School Community Consultant	Maintenance Staff Member

RAP Actions



- Each year, our College community celebrates National Reconciliation Week (NRW). This includes acknowledging National Sorry Day with an assembly, a flag raising ceremony, and a smoking ceremony which is conducted by a local elder. This is followed by a staff morning tea.
- Daily prayer during NRW focuses on Reconciliation.
- NRW is a time for all Australians to learn about our shared histories, cultures and achievements and explore how each of us can join the reconciliation effort.
- In Humanities and Social Sciences, Years 7 to 12 students study the Stolen Generation to gain a better understanding of the importance of Sorry Day and NRW.
- An Acknowledgment to Country is recognised at every school assembly. A Welcome to Country is performed by a Southern Yamatji person for special events including Sorry Day and the Year 12 Graduation Ceremony.
- NAIDOC Week is a whole school event.

Relationships in the Classrooms

We are committed to welcoming Aboriginal and Torres Strait Islander People into our classrooms as guests to work alongside students with learning activities.

Having an Aboriginal and Torres Strait Islander presence in the learning environment is vital when teaching about Aboriginal and Torres Strait histories and culture.

Relationships around the College

- **Aboriginal Representative on Committees**

We commit to inviting Aboriginal and Torres Strait islander staff, parents/guardians and community members to be active representatives on our College committees. We commit to ensuring Aboriginal and Torres Strait perspectives inform our decision-making processes. This ensures that the experiences and knowledge of Aboriginal People are recognised and valued.

- **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 further commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assists them in their own journey of understanding.



Relationships with the Community

- **Building Relationships with the Community**

We commit to fostering relationships with our local Aboriginal communities that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and non-Aboriginal staff, students, and community members.

- **Cultural Competence for Students**

We develop programs to ensure they provide students with explicit opportunities to build their knowledge and understanding of Aboriginal and Torres Strait Islander cultures within and beyond the classroom. This commitment extends to the inclusion of cultural competence principles, fostered in staff, in the ethos of our classrooms and across our College.

Respect in the Classroom

- **Teaching about Reconciliation**

Our College community is committed to learning about reconciliation in Australia. 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 the engagement with our 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 People and the process of reconciliation. This will be achieved through the curriculum delivered, policies and procedures, and will be integrated into the ethos of our College.

Respect Around the College

- **Acknowledgment to Country**

Our College recognises the continuing connection of Aboriginal and Torres Strait Islander People to the country on which we live, work, learn and grow. Staff and students have opportunities to show respect to traditional custodians by regularly conducting an Acknowledgement to Country at meetings and events during the year.

- **Visibly Demonstrate Respect for Aboriginal and Torres Strait Culture**

We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our College. 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 towards reconciliation. It also makes our intentions and actions clear to our students, families and broader community.



Respect within the Community

- **Aboriginal Flag**

The Aboriginal flag is flown at the front of our College as a demonstration of our pride and respect for the histories, culture and contributions of Australia's first People. The flying of the flag promotes a sense of community partnership and commitment towards reconciliation.

- **Physical Acknowledgment of Country**

Our College proudly commits to displaying a physical Acknowledgment to Country as a way of showing awareness and respect for the Aboriginal and Torres Strait Islander People on which our school is located.

- **Take Action Against Racism**

Racism can have serious negative consequences for the people who experience it, for those who witness it and for the wider society. When racism is properly understood it is easier to overcome. Our College commits 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 community.

Opportunities in the Classroom

- **Curriculum Planning**

Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation process is a key and ongoing consideration across all learning areas.

Curriculum documents have been 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 presentation of this content curriculum.

Opportunities around the College

- **Inclusive Policies/Procedures**

All staff in our College are aware of policies and procedures 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.

- **Staff Engagement with RAP**

Commitment to the RAP from all staff is essential for it to be meaningful and sustainable. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.



Opportunities with the Community

- **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 College. We will track the progress of our RAP, continually visit our commitments and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future.