

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

North Rocks Public School  
May 2023 to May 2024





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Darug Artist Kenny Gow



## VISION FOR RECONCILIATION

North Rocks Public School (NRPS) is committed to providing our students with a deep understanding of Australia's shared history and identity, with a commitment to strengthening the relationship between Aboriginal and Torres Strait Islander people and the wider Australian community. To foster a culture of inclusivity, our teaching staff are committed to ensuring that the richness of First Nations perspectives, and a focus on reconciliation, is embedded across all areas of the curriculum. We want First Nations peoples, all students at our school, and the wider community to know that their diverse cultures are recognised, respected and valued. Through recognising our shared history, we will support our staff, students and community to understand the importance of working together in our journey towards reconciliation to ensure we hold a respectful shared future. We will focus on building cultural competency among our staff and students. Doing so will require deep awareness of one's own identity; examining one's own biases, prejudice and privilege; and increasing knowledge and understanding of cultures other than one's own. We will provide opportunities for continued professional development for our staff, to ensure we are accurate, knowledgeable and appropriate in our understanding of, and facilitation of teaching/learning experiences about, First Nations histories, cultures and contributions. A focus will be on the five interrelated dimensions of reconciliation: historical acceptance; race relations; equality and equity; institutional integrity; and unity. NRPS will incorporate more opportunities for students to build appreciation of the diverse nature of Aboriginal and Torres Strait Islander cultures, histories and identities, to ensure that they are respectful on the path towards reconciliation. This will be embedded in our teaching and learning programs. We are dedicated to working together with Aboriginal and Torres Strait Islander students and their families to provide meaningful social, cultural and academic opportunities that support cultural pride and allow one's fullest potential to be reached. NRPS is committed to establishing authentic, long-term relationships with the local First Nations community through continued consultation, conversations and collaboration.

## ACKNOWLEDGEMENT OF COUNTRY

At North Rocks Public School we acknowledge the Lands of the Bidjigal people of the Darug Nation, upon which our school stands. We pay our respects to Elders, past, present, and emerging for they hold the memories, traditions, cultures and hopes of Aboriginal and Torres Strait Islander peoples. Aboriginal and Torres Strait Islander people represent Australia's first explorers, first navigators, first engineers, first farmers, first botanists, first scientists, first diplomats, first astronomers, first artists, and first educators. We must always remember that under the buildings and asphalt, the Land on which our school stands is, was, and always will be Aboriginal Land.



## RAP WORKING GROUP

<b>Name</b>	<b>Position</b>
Dianne Stevenson	Staff (teaching)
Troy Meguerditchian	Staff (teaching)
Jade Mah	Staff (teaching)
Jessica Garton	Staff (teaching)
Mel Tan	Staff (teaching)
Sicy Li	Staff (teaching)
Fiona Cole	Staff (teaching)
Olivia Petre	Staff (non-teaching)
Melissa Olliffe	Staff (teaching)
Sara Welsby	Staff (teaching)
Laura Witchard	Staff (teaching)
Belinda Hayman	Staff (teaching)
Karin Young	Staff (teaching)
Allannah Cassidy	Staff (non-teaching)
Robert Ieroianni	Principal / Director
Shayama Jayaweera	Staff (teaching)



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
Cultural Responsiveness for Staff	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 opportunities to build their knowledge and understanding of their own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.
Reconciliation Projects	Our school 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 school 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.







RAP ACTIONS	COMMITMENT
<p>Welcome to Country</p>	<p>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.</p>
<p>Celebrate National Reconciliation Week</p>	<p>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.</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 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.
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.





RESPECT



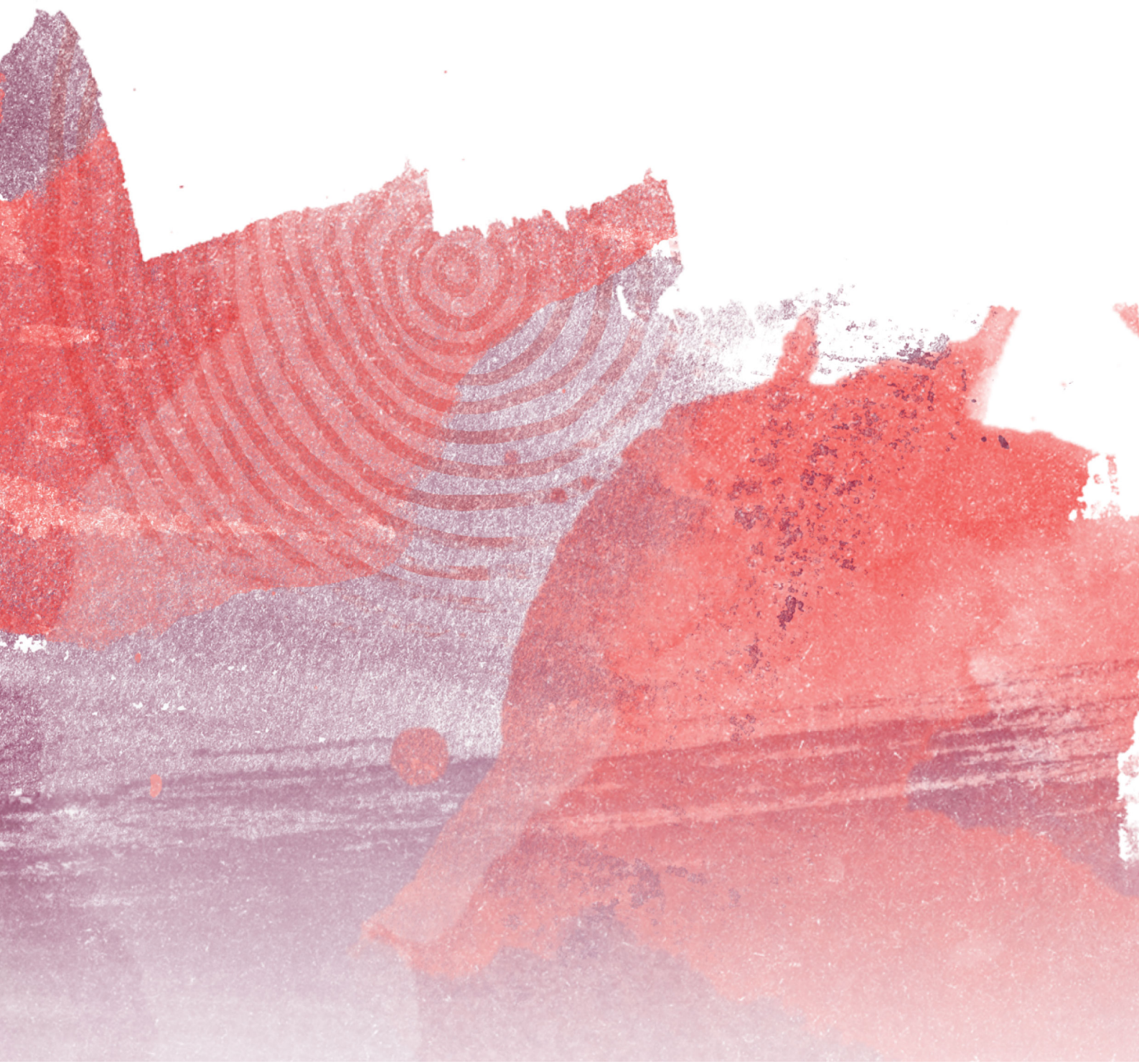
AROUND THE SCHOOL

RAP ACTIONS

COMMITMENT

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.





RESPECT



WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
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.
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.







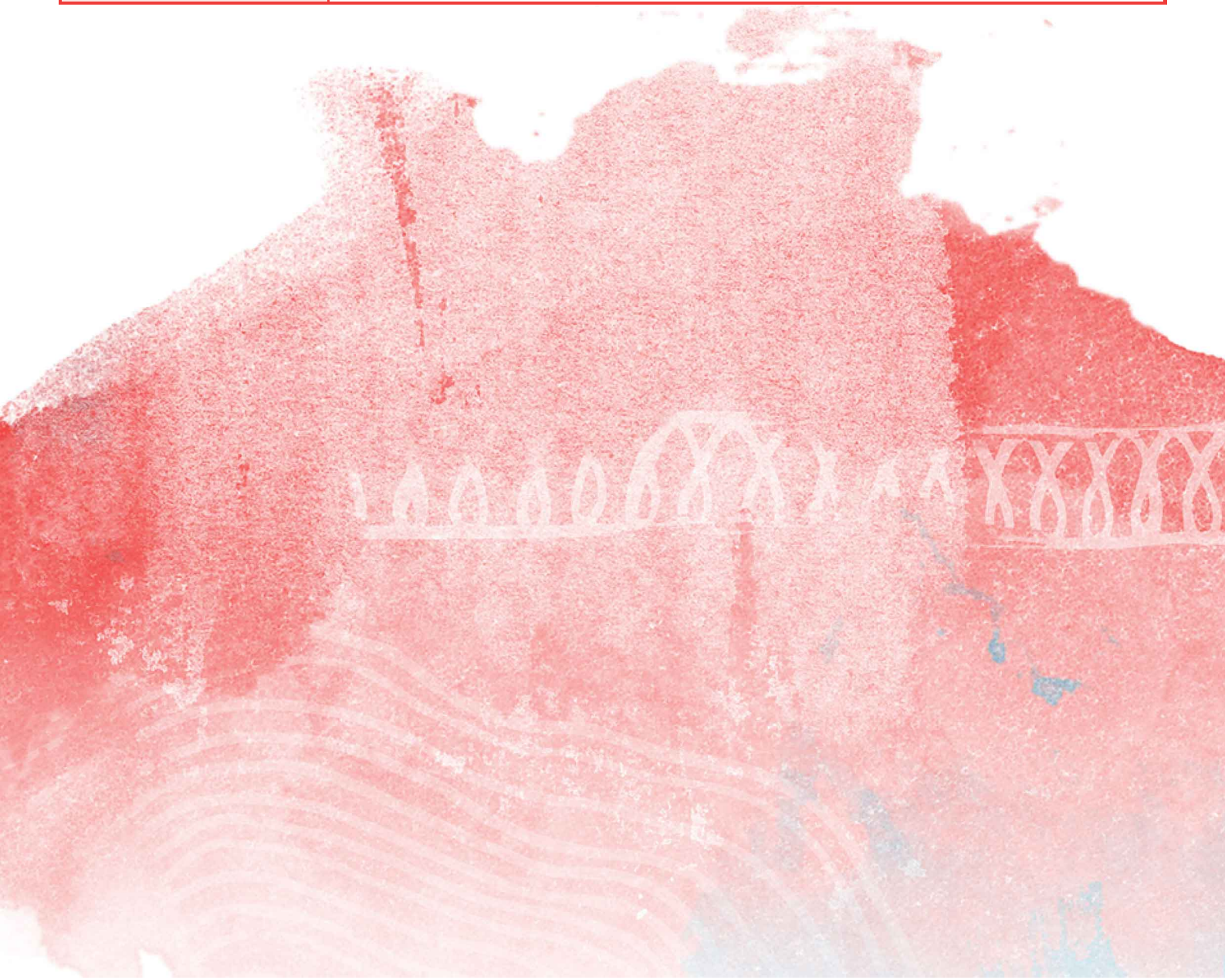
RAP ACTIONS	COMMITMENT
Curriculum Planning	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum documents have or will be audited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

