

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Baringa Early Learning Centre

2024



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VISION FOR RECONCILIATION

Reconciliation is about starting today to create a future where we are respectful and proud of Aboriginal and/or Torres Strait Islander peoples, histories and cultures.

As a community, we take the journey towards reconciliation together with our children, educators and families. We build relationships, nurture respect and create opportunities to learn from, and work together with our local Aboriginal and/or Torres Strait Islander community.

ACKNOWLEDGEMENT OF COUNTRY

Baringa acknowledges the Traditional Custodians throughout Australia, on which we live and learn each day and help guide the young leaders of tomorrow. We recognise Traditional Custodians' continuing connection to lands, waters and communities.

We pay our respect to Aboriginal and/or Torres Strait Islander peoples and cultures, and to Elders both past and present.



RAP WORKING GROUP

| Name | Position |
|-----------------|---------------------------|
| PJ Aguilar | Executive Officer (Chair) |
| Kerrie Hogan | Community member |
| Wendy Brookman | Community member |
| John Mercer | Community member |
| Michelle Green | Staff (non-teaching) |
| Zamela Gina | Staff (non-teaching) |
| Ellen Ayamiseba | Staff (teaching) |



| RAP ACTIONS | COMMITMENT |
|---|--|
| Aboriginal and Torres Strait Islander People in the Classroom | We are committed to engaging Aboriginal and/or 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. |





| RAP ACTIONS | COMMITMENT |
|-----------------------------------|---|
| Cultural Responsiveness for Staff | We are supported to reflect on and build our cultural responsiveness to improve our practice and best support the needs of Aboriginal and/or Torres Strait Islander children. We are provided with a range of opportunities to build our knowledge and understanding of our own positionality as well as Aboriginal and/or Torres Strait Islander perspectives, contributions and cultures. |





| RAP ACTIONS | COMMITMENT |
|--|--|
| Welcome to Country | 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/or Torres Strait Islander peoples as the First Australians and Custodians of the Land. |
| Celebrate National Reconciliation Week | 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 centre, 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. |
| Build Relationships with Community | We commit to building relationships with our local Aboriginal and/or 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/or Torres Strait Islander and non-Indigenous staff, children and community members. |





| RAP ACTIONS | COMMITMENT |
|------------------------|---|
| Reconciliation Network | We commit to establishing or joining formal external reconciliation networks to mutually support and collaboratively progress reconciliation initiatives. |





| 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 commit to knowing the news and being responsive to current issues significant to Aboriginal and/or Torres Strait Islander peoples and the process of reconciliation. We will do this through delivering our curriculum, policies and procedures, and integrating it into the way our early learning service operates. |





| RAP ACTIONS | COMMITMENT |
|----------------------------|--|
| Acknowledgement of Country | Our early learning service recognises the continuing connection of Aboriginal and/or 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 Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year. |



RESPECT



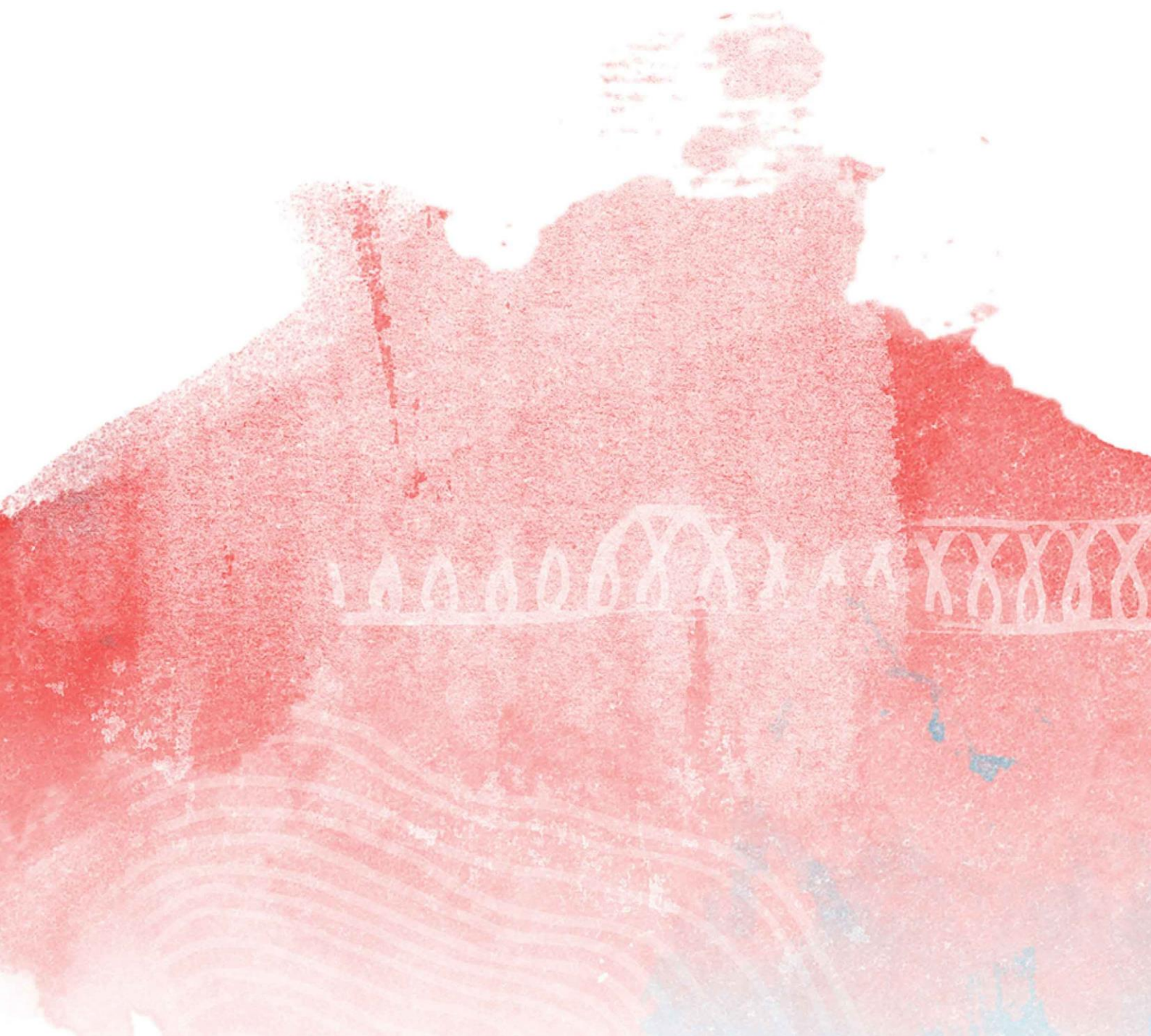
WITH THE COMMUNITY

| 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. |



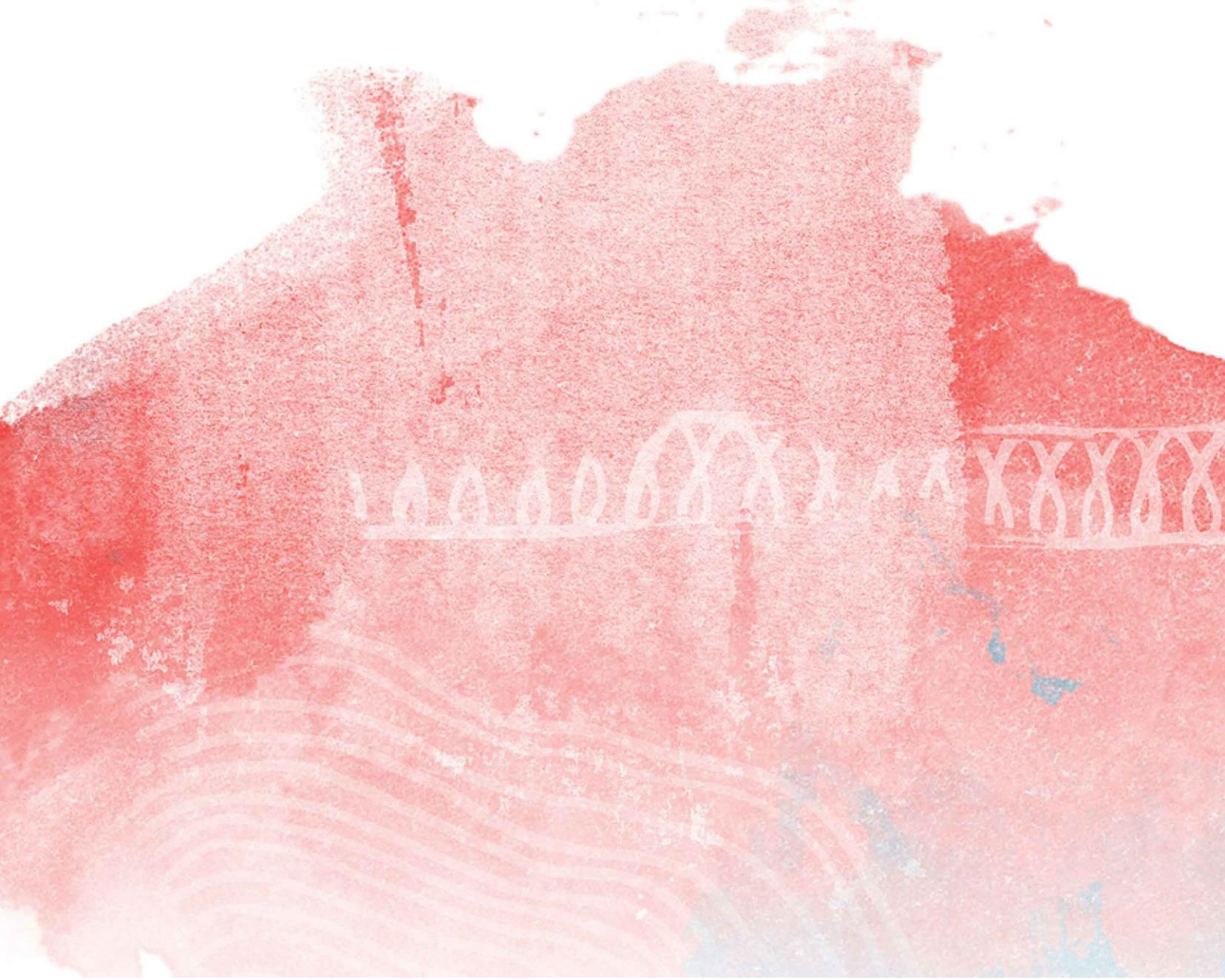


| RAP ACTIONS | COMMITMENT |
|---------------------|---|
| Curriculum Planning | <p>Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all learning areas. We will review curriculum documents to find out where we include Aboriginal and Torres Strait Islander histories and cultures, and to what extent and where we could include Aboriginal and Torres Strait Islander histories, cultures and contributions in the curriculum.</p> |





| RAP ACTIONS | COMMITMENT |
|----------------------------------|--|
| <p>Inclusive Policies</p> | <p>All staff at early learning service are aware of policies referring to improving educational outcomes for Aboriginal and/or Torres Strait Islander people and building knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. When internal policies are reviewed and developed, we will ensure that they are inclusive of Aboriginal and/or Torres Strait Islander peoples and perspectives, and that there is a plan in place to ensure that all staff comply with these policies in their daily practice.</p> |
| <p>Staff Engagement with RAP</p> | <p>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.</p> |



OPPORTUNITIES



WITH THE COMMUNITY

| 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. |
| Support Aboriginal and Torres Strait Islander Owned Businesses | We promote supplier diversity and support Aboriginal and Torres Strait Islander owned businesses and their employees through the procurement of goods and services related to our RAP, as well as our general business. We maintain a list of local, regional, state-based and national Aboriginal and Torres Strait Islander owned businesses to accompany procurement policies and procedures. |
| Aboriginal and Torres Strait Islander Languages | We commit to providing children with a deeper knowledge and understanding of Aboriginal and Torres Strait Islander cultures and identities by learning about Aboriginal and Torres Strait Islander languages. We acknowledge the importance of language maintenance and revitalisation efforts and will provide students and children with opportunities to learn - or learn about - the First Language of their local area. |

