



# RECONCILIATION ACTION PLAN

### Cover Artwork

**Artist:** Doreen Abbott, Arrernte Woman and Grandmother of St Patrick's College student.

**Title:** 'Walking Country, Gathering Together, Looking Over Land'.

### Narragunnawali Approved

This document has been adapted from the St Patrick's College Reconciliation Plan, developed through Reconciliation Australia's Narragunnawali: Reconciliation in Education Program.





# ACKNOWLEDGMENT

St Patrick's College acknowledges the traditional custodians of the land on which the school is built, the Wadawurrung people. We respect the ongoing connection to land and waterways and pay respect to Elders past and present. We recognise and embrace the role the college plays in supporting emerging leaders from all Aboriginal and Torres Strait Islander nations.







## VISION

Our vision is to be a culturally safe, culturally rich, and culturally proud school, engaging in authentic change to cultivate learning opportunities for, with and about Aboriginal and Torres Strait Islander students and families.







# PURPOSE STATEMENT

St Patrick's College is resolute in providing a culturally responsive and respectful environment that supports and celebrates our Aboriginal and Torres Strait Islander students to succeed academically, not at the expense of their culture. Regardless of cultural background, when a student enters St Patrick's College with a desire to learn and succeed, he will be given every opportunity to flourish.

Engaging with both Aboriginal and Torres Strait Islanders and Non-Indigenous Australians, we have developed our latest Reconciliation Action Plan (RAP) as a living guide for our ongoing, shared journey towards Reconciliation. Our RAP will be witnessed in the St Patrick's College community through the education of all in the culture and histories of Aboriginal and Torres Strait Islander peoples. The RAP provides a platform for all students, staff, and community members to celebrate and embrace the world's oldest continuous culture.



# RELATIONSHIPS





## IN THE CLASSROOM

RAP ACTION	COMMITMENT	DELIVERABLE
<p>Aboriginal and Torres Strait Islander people in the classroom</p>	<p>St Patrick's College classrooms and school ground must be a welcoming place for Aboriginal and Torres Strait Islanders, as guests, staff, and students.</p>	<ul style="list-style-type: none"> <li>• Streamline and communicate processes that connect teachers and other staff with the Indigenous Education Program and Aboriginal and Torres Strait Islanders and overcome barriers to financial remuneration.</li> <li>• Develop relationships with local networks to identify strengths and knowledge areas that are appropriate for sharing in a class environment.</li> <li>• Processes shall be put in place to allow Aboriginal and Torres Strait Islander students the opportunity to request specific adults to attend their classes and the Indigenous Office shall, where possible, support with logistics.</li> <li>• Include in all job advertisements, "Aboriginal and Torres Strait Islander people are encouraged to apply, St Patrick's College is an Equal Opportunity Employer".</li> <li>• Each year, explore the creation of trainee positions in Boarding, Teaching and Learning and the Indigenous Education Program, with the aim of recruiting Aboriginal and Torres Strait Islanders to join the St Patrick's College staff.</li> </ul>
<p>Opportunities for Aboriginal and Torres Strait Islander students and children</p>	<p>St Patrick's College will maintain the delivery of the Indigenous Education Program (IEP) as a central point of assistance to provide ongoing mentoring and assistance with learning, wellbeing and the coordination of cultural programs. The IEP acts as a conduit for current Aboriginal and Torres Strait Islander students to create opportunities to celebrate their culture and history.</p>	<ul style="list-style-type: none"> <li>• Provide programs, such as the ongoing English and Literacy Support classes, to meet student's individual learning needs as well as fostering success and independence in their learning.</li> <li>• Seek opportunities outside of the College to foster student's growth and create meaningful experiences, such as encouraging students to enter the Flanagan Art Prize and Victorian Indigenous Arts Awards.</li> <li>• Coordinate programs and pathways with third parties, such as universities, employment pathways, sports clubs and aboriginal co-ops to share information with Aboriginal and Torres Strait Islander students on an ongoing basis.</li> <li>• Provide a dedicated space, 'The Indigenous Office' for Aboriginal and Torres Strait Islanders to access within the school grounds and ensure it is open five days a week during school hours.</li> <li>• Pursue the goals of the Mparntwe Education Declaration to create an equitable system where every student develops strong literacy and numeracy skills and go on to develop broad and deep knowledge across a range of curriculum areas.</li> <li>• Adopt a flexible approach in the recruitment of remote students, with particular attention to providing opportunities for students in remote Aboriginal and Torres Strait Islander communities.</li> <li>• Year 12 Aboriginal and Torres Strait Islander students to take lead role in planning and delivering Reconciliation Week celebrations.</li> <li>• St Patrick's College will provide English as additional language or Dialect teachers to support students in years 7 to 12, with their learning across the curriculum.</li> </ul>



# AROUND THE SCHOOL

RAP ACTION	COMMITMENT	DELIVERABLE
<p>Elders and traditional owners share histories and cultures</p>	<p>St Patrick's College is committed to the creation and maintenance of meaningful relationship with local Aboriginal and Torres Strait Islander Elders leading to engagement with both students and staff.</p>	<ul style="list-style-type: none"> <li>• Provide opportunities for local Aboriginal and Torres Strait Islanders and experts to upskill St Patrick's College staff in the pursuit of Reconciliation.</li> <li>• Engage with Victorian Aboriginal communities, such as Framlingham, to ensure St Patrick's College services are on offer and to seek opportunities for existing staff and students to engage with Aboriginal culture, people, politics, and history.</li> <li>• Invite Aboriginal and Torres Strait Islander local leaders to speak to students within the classroom, as well as opportunities around the school such as assemblies, masses or dinners at the boarding precinct.</li> <li>• Where appropriate, ensure Traditional Custodians are rewarded for their services in completing Welcome to Countries, Smoking Ceremonies or similar.</li> </ul>
<p>Cultural competence for staff</p>	<p>Give St Patrick's College students and staff the ability and motivation to understand, interact and communicate effectively and with sensitivity when addressing Aboriginal and Torres Strait Islander people or topics. This can only be achieved by offering personal development in cultural competency, including Aboriginal and Torres Strait Islanders as staff, and fostering a culture that celebrates Indigenous culture on an ongoing basis.</p>	<ul style="list-style-type: none"> <li>• Offer both formal and informal training opportunities that lead to a greater understanding of local Aboriginal histories, culture and perspectives. This includes providing opportunities for local Aboriginal and Torres Strait Islanders and experts to upskill St Patrick's College staff in the pursuit of Reconciliation.</li> <li>• Assist teaching staff with resources and improved understanding regarding how to engage with Aboriginal and Torres Strait Islanders from across the country.</li> <li>• Utilise the Indigenous Education Program to onboard all staff within three months of start date.</li> <li>• Through the recruitment of staff, encourages Aboriginal and Torres Strait Islander people to seek employment, and in doing so bring their own cultural and experience.</li> <li>• Give Aboriginal and Torres Strait Islander students appropriate and supportive avenues to give feedback regarding cultural issues covered within the classroom. Such feedback must be actively sought and received with positivism.</li> </ul>
<p>Reconciliation projects</p>	<p>St Patrick's College shall prioritise the engagement and empowerment of the student body to pursue and celebrate Reconciliation. Both Aboriginal and Torres Strait Islander students and non-Indigenous students shall be given opportunities to engage in design, planning and execution of projects.</p>	<ul style="list-style-type: none"> <li>• Support all students to develop creative projects in the pursuit of Reconciliation, remove barriers to project delivery and where possible align outcomes with class assignments.</li> <li>• In recognition of the importance of the role non-Indigenous Australians need to play within Reconciliation, all students should be given meaningful opportunities to take action within Reconciliation Week activities.</li> <li>• Acknowledge Aboriginal and Torres Strait Islander people and their history as an essential part of the College through a physical representation, remodelling of the entryway.</li> <li>• Promote the Indigenous Education Program on an ongoing basis to all students as a resource for students to connect with First Nation leaders and other resources to engage with reconciliation topics.</li> <li>• In continuing with tradition at St Patrick's College, senior Aboriginal and Torres Strait Islander students should be invited to plan, deliver and take part in Reconciliation Week activities.</li> </ul>





## WITH THE COMMUNITY

RAP ACTION	COMMITMENT	DELIVERABLE
Welcome to Country	Acknowledge that the St Patrick's College stands on the traditional lands of the Wadawurrung People and encourage a continuation of the protocols that have existed for thousands of years, including engaging Traditional Custodians with welcomes, smoking ceremonies, and other practices.	<ul style="list-style-type: none"> <li>Streamline and communicate processes that connect the College with the Wadawurrung Traditional Owners and ensure requests for Welcomes are appropriate, timely and include financial remuneration.</li> <li>Ensure all staff are aware of the difference between Acknowledgment and Welcomes to Country, when each is required.</li> </ul>
Celebrate National Reconciliation Week	St Patrick's College is committed to maintaining the tradition of supporting current students to plan for and deliver activities that celebrate Reconciliation Week across the school, including a whole school assembly.	<ul style="list-style-type: none"> <li>In recognition of the importance of the role non-Indigenous Australians need to play within Reconciliation, all students should be given opportunities to take action within Reconciliation Week activities.</li> <li>Each year, ensure all staff and students have the opportunity to be included within the delivery of celebrations in partnership with Aboriginal and Torres Strait Islander students.</li> <li>Each year, allocate time throughout Reconciliation Week for multiple and differing events, including but not limited to an assembly, activities in classrooms, across the school grounds and online.</li> <li>In continuing with tradition at St Patrick's College, senior Aboriginal and Torres Strait Islander students should be invited to plan, deliver, and take part in Reconciliation Week activities.</li> </ul>
Build relationships with community	Relationships between St Patrick's College and community members are essential to the design, delivery and accountability of Reconciliation projects and the ongoing development of staff and students.	<ul style="list-style-type: none"> <li>Engage with Victorian Aboriginal communities, such as Framlingham, to ensure St Patrick's College services are on offer and to seek opportunities for existing staff and students to engage with Aboriginal culture, people, politics and history.</li> <li>Engage with and support local organisations during celebrations, meetings, and similar events, whilst also looking to build partnerships with service delivery centres focused on Aboriginal and Torres Strait Islanders.</li> <li>Where appropriate and possible, give students the opportunity to represent St Patrick's College and reach out to build relationships on behalf of the College, simultaneously developing their own opportunities.</li> <li>Ensure St Patrick's College is a safe and rewarding place where Aboriginal and Torres Strait Islander people can have meaningful interactions with students.</li> <li>Support the national Reconciliation movement and engage with organisations such as Narragunnawali and Reconciliation Australia to share St Patrick's College experience whilst continuing to evolve its own practices.</li> </ul>



## WITH THE COMMUNITY

RAP ACTION	COMMITMENT	DELIVERABLE
Cultural competence for students and children	Working in tandem with Aboriginal and Torres Strait Islander people and relevant organisations, St Patrick's College shall push for a higher level of cultural competence throughout the entire student body.	<ul style="list-style-type: none"> <li>• Cultural competence or cultural fluency will be sought for both Aboriginal and Torres Strait Islander and non-Indigenous students with all given the opportunity to succeed without neglecting their culture.</li> <li>• Students from all backgrounds shall be given the opportunity to visit places of Aboriginal and Torres Strait Islander significance and receive explanations from local First Nations Leaders, such as the Grampians, Framlingham, or the Tiwi Island Football trip.</li> <li>• Students arriving from remote communities shall be given additional support in adjusting to Ballarat in terms of both wellbeing and education by staff within the boarding precinct, Indigenous Education Program, and English as a second language or dialect.</li> </ul>
Family and community room	St Patrick's College will continue to maintain a dedicated culturally safe and inviting space that celebrates the achievements of Aboriginal and Torres Strait Islander culture and students.	<ul style="list-style-type: none"> <li>• The longstanding Indigenous Office will be rebranded in consultation with our students with the aim to remove the word 'Indigenous'. The process to achieve this will foster an increased sense of ownership and engagement with the program.</li> <li>• Within the Indigenous Office, display artworks completed by current and former Aboriginal and Torres Strait Islander students from the school.</li> <li>• The Indigenous Office shall remain open at recess to all Aboriginal and Torres Strait Islander students and will be a place of added support for learning and wellbeing for students and their families.</li> </ul>



# RESPECT



## IN THE CLASSROOM

RAP ACTION	COMMITMENT	DELIVERABLE
Teach about Reconciliation	St Patrick's College encourages everyone to embrace reconciliation and will continue to seek opportunities to unite Aboriginal and Torres Strait Islanders and non-Indigenous Australians.	<ul style="list-style-type: none"> <li>Engage students with a broad range of local Victorian Aboriginal and Torres Strait Islander, topics with a desire to break down notions that limit reconciliation with remote, outback or disconnected areas of Australia.</li> <li>Allocate space within 'Daily Messages' to include a weekly message that addresses current affairs, key days of the calendar and positive steps towards Reconciliation whilst also acknowledging Traditional Custodians' connection to land.</li> </ul>
Explore current affairs and issues	St Patrick's College aims to develop student's critical thinking by engaging in current affairs whilst adopting a respect for Aboriginal and Torres Strait Islander perspectives. Students need to be empowered to discuss and develop their opinions as events occur locally and globally.	<ul style="list-style-type: none"> <li>Teaching resources (info sheets, videos etc) relevant to Aboriginal and Torres Strait Islanders should be made available to all staff when discussing specific current issues / affairs.</li> <li>To account for individual differences, a variety of tools and structures need to be available to allow students to develop and voice their opinions on current affairs. These tools should range from full school assemblies to one-on-one chats, and cover different learning methods.</li> <li>The Indigenous Office shall continue to balance its service between the immediate day-to-day needs of current Aboriginals and Torres Strait Islander students as well as the ongoing need for Reconciliation efforts for all students and staff.</li> </ul>



## AROUND THE SCHOOL

RAP ACTION	COMMITMENT	DELIVERABLE
Acknowledgement of Country	St Patrick's College shall dedicate time to open all meetings with Acknowledgement of Traditional Custodians of the school campus, the Wadawurrung People, and, where appropriate, the other lands across Australia.	<ul style="list-style-type: none"> <li>• Open all staff meetings and assemblies with an Acknowledgement of Country.</li> <li>• Ensure all staff are aware of the difference between Acknowledgment and Welcome to Country, and communicate when each is required.</li> <li>• Where practical Acknowledgment of Country should be completed by students, giving them an opportunity to express their own appreciation for Wadawurrung land.</li> <li>• Include an Acknowledgement to Country within 'Daily Messages' to be changed on a weekly basis, highlighting Traditional Custodians the Waddawurrung People, current affairs, historical context and the ongoing need for reconciliation.</li> </ul>
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	St Patrick's College recognises that physical displays of acceptance of First Nation's people and culture are essential but that students and staff must engage with them on an ongoing basis and continue to seek new opportunities of expression.	<ul style="list-style-type: none"> <li>• St Patrick's College will continue to maintain and display its Acknowledgments. It commits to displaying the Aboriginal and Torres Strait Islander Flags, a physical plaque Acknowledgment of Wadawurrung People, an Indigenous Garden, the Kevin Rudd 'Sorry' Speech, a mural of Vincent Lingiari and an 'Indigenous Tie', designed by an Aboriginal student.</li> <li>• All St Patrick's College staff and students shall be given an 'Indigenous Pin' (featuring the St Patrick's College logo, the Aboriginal Flag and the Torres Strait Islander Flag) that will be an optional item to add to uniforms on an ongoing basis.</li> </ul>





## WITH THE COMMUNITY

RAP ACTION	COMMITMENT	DELIVERABLE
Aboriginal and Torres Strait Islander Flags	St Patrick's College will display Aboriginal and Torres Strait Islander flags alongside the Australian flag at the entrance of school, visible both on and off campus.	<ul style="list-style-type: none"> <li>• Explore opportunities to effectively display both Aboriginal and Torres Strait Islander flags within online spaces, including staff email signatures and the official website.</li> <li>• St Patrick's College is committed to the ongoing display of Aboriginal and Torres Strait Islander flags at the entrance of the campus.</li> <li>• Provide every staff member and student with the 'Indigenous Pin' featuring the Aboriginal and Torres Strait Islander flags and allow it to be worn as part of normal everyday uniform.</li> </ul>
Physical Acknowledgement of Country	St Patrick's College will display the physical Acknowledgement of Country in multiple locations to show awareness and respect for the Wadawurrung People.	<ul style="list-style-type: none"> <li>• Explore opportunities to include reference Wadawurrung Traditional Owners with the official postage address of the College in line with Australian Post guidelines.</li> <li>• Include a physical acknowledgment of the important place Aboriginal and Torres Strait Islander culture holds within the College in the remodelling of the main entrance/ reception of St Patrick's College.</li> <li>• Continue to display the Wadawurrung plaque that acknowledges their Elders past, present and emerging as the ongoing and Traditional Custodians of the land in which the College stands.</li> </ul>
RAP Launch	Accountability will be sought for all commitments within the St Patrick's College RAP by openly displaying and promoting the document throughout College and community.	<ul style="list-style-type: none"> <li>• Engage students at the core of the RAP Launch, as the RAP's objectives are shared with students, staff, families, and community members.</li> <li>• Utilise all existing forms of communication, such as the Crest, College Annual, daily bulletin and weekly staff briefings to ensure all community members are aware of the commitments the St Patrick's College community is making and its ongoing progress.</li> </ul>
Take Action Against Racism	Utilise the College's position as a place of education to ensure students, staff and families embrace multiculturalism and that all people are included within the community. Proactively affecting the perspectives of students and families is the most important action the school can take against racism.	<ul style="list-style-type: none"> <li>• Create a student-driven policy/procedure or other guiding document that incorporates all racism with final approval from the School Advisory Council. This document must address overtly racist comments and actions, but also consider concealed or subtle occurrences.</li> <li>• In line with other efforts being delivered through the Reconciliation Action Plan, celebrate and respect Aboriginal and Torres Strait Islander culture, such as ensuring Welcome To Countries are delivered, embracing Reconciliation Week activities, and discussing relevant current affairs within classrooms.</li> <li>• In recognising the College's role as an educator, when racism does occur amongst students, staff must ensure offenders understand the effects of their racism and the context of their action.</li> </ul>



# OPPORTUNITIES



## IN THE CLASSROOM

RAP ACTION	COMMITMENT	DELIVERABLE
Embed Cross-Curriculum Priority - School Specific	Appropriately equip all St Patrick's College staff with the resources, time and training to engage all students in Aboriginal and Torres Strait Islander topics in a meaningful way.	<ul style="list-style-type: none"> <li>• Develop a strong partnership with the Kelty Resource Centre (St Patrick's College Library) and the IEP to identify and obtain a variety of resources for both staff and students.</li> <li>• Information sheets shall be created and distributed that cover specific events or infrastructure (for example, school camp, current affairs, Reconciliation Week activities, Indigenous Gardens) and provide staff with necessary facts and examples of how they can be utilised within class.</li> <li>• Provide training for all St Patrick's College staff involved with teaching and learning from an outside party. The training shall cover techniques, real-world examples and strategic ways to cover topics on a sustained basis.</li> </ul>
Curriculum Planning	St Patrick's College aims to empower staff with the necessary resources, time and knowledge to ensure Aboriginal and Torres Strait Islander cultures are celebrated and perspectives incorporated across all subject areas.	<ul style="list-style-type: none"> <li>• St Patrick's College shall develop an effective process to link teaching staff who require Aboriginal and Torres Strait Islander perspectives with relevant people and resources.</li> <li>• The Kelty Resource Centre shall increase its fiction and non-fiction resources to appropriately cover Aboriginal and Torres Strait Islander topics and voices.</li> <li>• St Patrick's College will trial a session for all teaching staff dedicated to covering curriculum planning from an Aboriginal and Torres Strait Islander perspective.</li> </ul>



## AROUND THE SCHOOL

RAP ACTION	COMMITMENT	DELIVERABLE
Inclusive Policies	In the creation of inclusive policies to prevent racism, overcome barriers and encourage inclusion the process is as important as the outcome itself. As such, in creating or amending any policies, input shall be sought from the representatives to allow for an Aboriginal and Torres Strait Islander lens.	<ul style="list-style-type: none"> <li>• Create a policy/procedure or other guiding document that incorporates all racism with final approval from the School Advisory Council. This document must address overtly racist comments and actions, but also consider concealed or subtle occurrences.</li> <li>• Engage with external policies, such as the Alice Springs (Mpartnwe) Education Declaration or the ongoing work of Edmund Rice Education Australia (EREA) by (1) Considering the alignment between external documents with internal policies, and (2) Encouraging staff to pursue personal development leading to best practice, as established by such documents.</li> <li>• Incorporate an Aboriginal and Torres Strait Islander lens into the creation of new policies, or the amendment of existing policies. Through methods such as: using the IEP as a meeting point, engaging with relevant community representatives from BADAC, Wadawurung Traditional Custodians, LAECG, and through consultation with the student body.</li> </ul>
Staff Engagement with RAP	Create a high and ongoing level of engagement from staff within the RAP process that includes decision making as well as the implementation of actions.	<ul style="list-style-type: none"> <li>• Open participation up to College staff members in addition to the required positions such as Principal, without upsetting balance of representation amongst community, students and families.</li> <li>• Once per year, distribute a staff specific survey that gauges interest in Reconciliation and identifies strengths and opportunities.</li> </ul>
RAP Budget Allocation	The St Patrick's College Indigenous Education Program shall oversee RAP finances, in line with its existing core goals of supporting Aboriginal and Torres Strait Islander students and the ongoing pursuit of Reconciliation.	<ul style="list-style-type: none"> <li>• Indigenous Education Managers shall maintain the responsibility of payments for Welcome to Countries, relevant staff training, guest speakers and other similar activities.</li> <li>• A specific and adequate budget line for RAP activities will cover expenses such as the launch of the document, printing, marketing, meeting logistics, ongoing professional development of staff and community.</li> <li>• Accountability will be ensured by adhering to existing St Patrick's College financial requirements including planning, procurement and reporting.</li> </ul>



## WITH THE COMMUNITY

RAP ACTION	COMMITMENT	DELIVERABLE
Celebrate RAP Progress	As with the creation of the RAP itself, St Patrick's College is committed to ongoing engagement with both Aboriginal and Torres Strait Islanders and non-Indigenous Australians. In addition to the regular efforts to achieve the goals stated within the finalised RAP, the Working Group shall continue to meet on a quarterly basis to celebrate success, address shortcomings and engage students, staff, families and community.	<ul style="list-style-type: none"><li>• The finalised RAP document shall be available on the St Patrick's College website on an ongoing basis.</li><li>• Existing communication tools, including but not limited to The Crest, the Annual, internal school memos and meetings will used to both celebrate the RAP's release and report on outcomes.</li><li>• Annual surveys shall be conducted with staff, students, and parents to identify strengths and areas of further improvement.</li><li>• Students, staff, family members and the members of the St Patrick's College Working Group shall be invited to quarterly meetings to address the ongoing progress of RAP deliverables, further ideas for Reconciliation and future amendments to the document itself.</li><li>• Individual and collective student efforts that organically pursue acts of Reconciliation outside the RAP must be publicly embraced and celebrated.</li></ul>







## RAP WORKING GROUP

NAME	POSITION
Macaylah Johnson	Community member
Julia Petrov	Staff (teaching)
Isaac Hucker	Student
Catherine Thomas	Staff (non-teaching)
Deborah Clark	Community member
Steven O'Connor	Principal / Director
Josh Wilson Stanton	Staff (non Teaching)
Jon Kanoa	Community member
Darcy Williams	Student
Jason Napiorkowski	Staff (Indigenous Education Manager)
Tarni Jarvis	Community member
Peter Wilson	School Advisory Council
Andrea Hadley	Staff (teaching)
Merideth Rothe	Parent / Carer
Sara Weuffen	Parent / Carer
Hugh Martin	Parent / Carer
Jeanette Morris	Catholic Education Office Ballarat
Mike Silcock	Staff (non-teaching)
Fiona Cummins	Staff (Indigenous Education Manager)
Corey Bell	Student
Daniel Spiteri	Student





'Wadawurrung Country'

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