



St Leonard's College
An education for life.

Reconciliation Action Plan

January 2024 to January 2025



Narragunnawali
Reconciliation in Education

NARRAGUNNAWALI



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Vision for Reconciliation

To understand and respect the histories and cultures of Australia's First Nations Peoples and to work together to generate better outcomes.

St Leonard's College is located on Bunurong Land and acknowledges the people of the Boonwurrung Language Group. Our vision is to continue to build an understanding of, and respect for, diverse Aboriginal and Torres Strait Islander communities and the deep connections each has to lands and seas. We will further our learning and understanding of the continuing impacts of colonial wrongdoings. Our acknowledgement of the strengths of Aboriginal and Torres Strait Islander peoples in maintaining identity, knowledge and connection to culture is consistently addressed across the College with students, staff and families demonstrating their commitment to reconciliation. As we develop meaningful relationships with the local Bunurong community and those further afield, we have commenced our work together towards a shared future of reconciliation. At all levels within the College and its community, we commit to deepening the embedded practices which will contribute to reconciliation through mutual respect, knowledge and action.



Acknowledgement of Country

We acknowledge the Bunurong people of the Kulin Nation as the Traditional Owners and Custodians of the Land on which we meet, teach, and learn. We pay our respects to Elders, past, present, and emerging and to all Aboriginal and Torres Strait Islander people.

Students' Acknowledgement of Country

We would like to acknowledge the Traditional Owners and protectors of the land on which we gather. We recognise the effort and practices they have used to protect and sustain the land for over 65,000 years. We acknowledge colonial wrongs of claiming the land without permission and we recognise and understand our responsibility to develop an understanding of and respect for the land and to learn about the long history of this place. We recognise that all of us are working towards equal and equitable outcomes and that First Nations peoples' knowledge is important in achieving sustainability. We pay our respects to the knowledge and wisdom of all Elders, past, present, and future, and acknowledge their continuing connection to the land. We respect the ways in which the Bunurong and other First Nations peoples of Australia have looked after the land. We pay our respects to Elders and their stories, recognising that those ancient stories carry knowledge and wisdom we need for the future.

Reconciliation Action Plan Working Group

Name	Title
Jane Cuttler	Warruwi Partnership Coordinator
Judith Watkins	College Chaplain
Pat Kenny	Head of Middle School
Marietta Sansom-Gower	Teacher - English
Megan Fallon	Teacher - Psychology and Science
Tanya Singleton	College Parent Community Events Coordinator
Emily Trenchard	Head of Early Learning Centre
Anna McCarthy	Director of Marketing and Communications
Benjamin Woolhouse	Head of Outdoor Education
Natasha Allday	Head of Cornish Library
Alex Treloar	Social Responsibility Coordinator
Charles Neave	Director of Pedagogy
Eve Smith	Student
Lachlan Curtis	Student
Milla Ford	Student



Relationships in The Classroom

RAP Actions	Commitment
Aboriginal and Torres Strait Islander People in the Classroom	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.
Early Years Learning Framework	We seek out ways to connect our reconciliation vision, plans and Early Years Learning Framework principles, practices and outcomes. Our efforts mean reconciliation is embedded in everyday early learning environments.

Relationships around The College

RAP Actions	Commitment
Elders and Traditional Owners Share Histories and Cultures	We are committed to forging a meaningful and ongoing relationship with local Aboriginal and Torres Strait Islander Elders, and people recognised in their community as Traditional Owners. We hope this relationship can be of mutual benefit, and that local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.
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 Torres Strait Islander students. We are provided with a range of opportunities to build our knowledge and understanding of our own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.



Relationships with The Community

RAP Actions	Commitment
Welcome to Country	Where appropriate, significant events at our College 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.
Celebrate National Reconciliation Week	We celebrate 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 College, 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.
Create Stakeholder List	We will develop and maintain a stakeholder list that reflects our current and future working relationships with members of the community who are committed to working collaboratively to drive reconciliation initiatives.
Build Relationships with Community	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.

Respect in The Classroom

RAP Actions	Commitment
Teach about Reconciliation	Our College 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 College's RAP by positioning it within the broader story of reconciliation in Australia.
Teach about Days of National Significance	We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples and reconciliation into our curriculum to increase knowledge of Aboriginal and Torres Strait Islander histories, cultures, contributions and contemporary issues. We also commit to including Aboriginal and Torres Strait Islander perspectives when teaching about other national days, such as 26 January (Australia Day) and ANZAC Day.
Explore Current Affairs and Issues	We commit to knowing the news and being responsive to current issues significant to Aboriginal and 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 College operates.

Respect around The College

RAP Actions	Commitment
Acknowledgement of Country	Our College 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.
Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	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 toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.
Care for Country	We commit to actively connecting with, and caring for, the Country/place on which our College stands. This involves respectfully learning about Aboriginal and Torres Strait Islander perspectives, philosophies and practices about caring for Country/place, as well as physically demonstrating respect for the skies, waterways and Land on which we live and learn. We will consider First Nations perspectives as part of broader sustainability plans, policies and practices. This will reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples have continued to have with Country/place since time immemorial, as well as provide positive opportunities for all members of our educational community to become socially and environmentally responsible citizens who display a growing awareness of the importance of First Nations land management and sustainability.

Respect with The Community

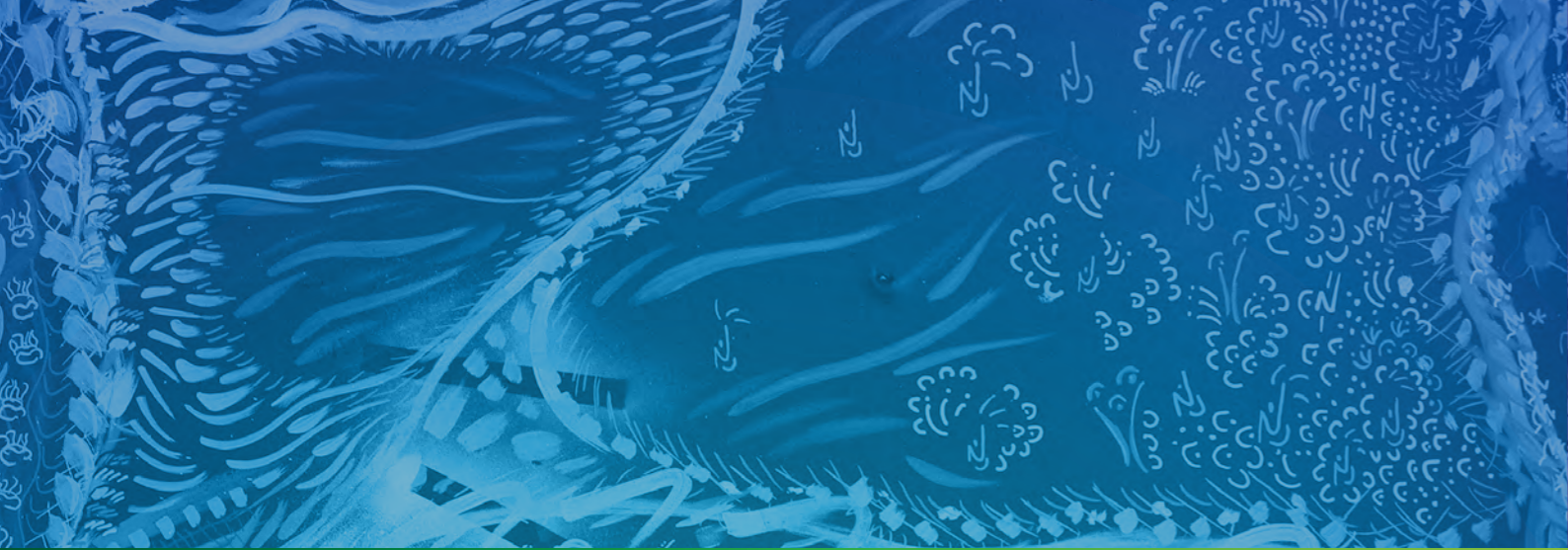
RAP Actions	Commitment
Aboriginal and Torres Strait Islander Flags	Our College flies or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.
Physical Acknowledgement of Country	Our College proudly commits to displaying a physical Acknowledgement of Country as a way of showing awareness of, and respect for, the Aboriginal or Torres Strait Islander Traditional Owners and Custodians of the land on which our College is located.
RAP Launch	Our College was proud to launch our RAP at an event that recognised the efforts of the working group and celebrated our College or service's commitment to reconciliation. We used our RAP launch event to inform the wider community about our RAP and the many different ways they can get involved and take action 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 College.

Opportunities in The Classroom

RAP Action	Commitment
Curriculum Planning	Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and 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.

Opportunities around The College

RAP Actions	Commitment
Inclusive Policies	All staff at the College are aware of policies referring to improving educational outcomes for Aboriginal and 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 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.
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 Budget Allocation	We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions. Staff are aware that it is important to consider remuneration for people who have been involved in RAP initiatives out of respect for the time and resources that they have contributed.

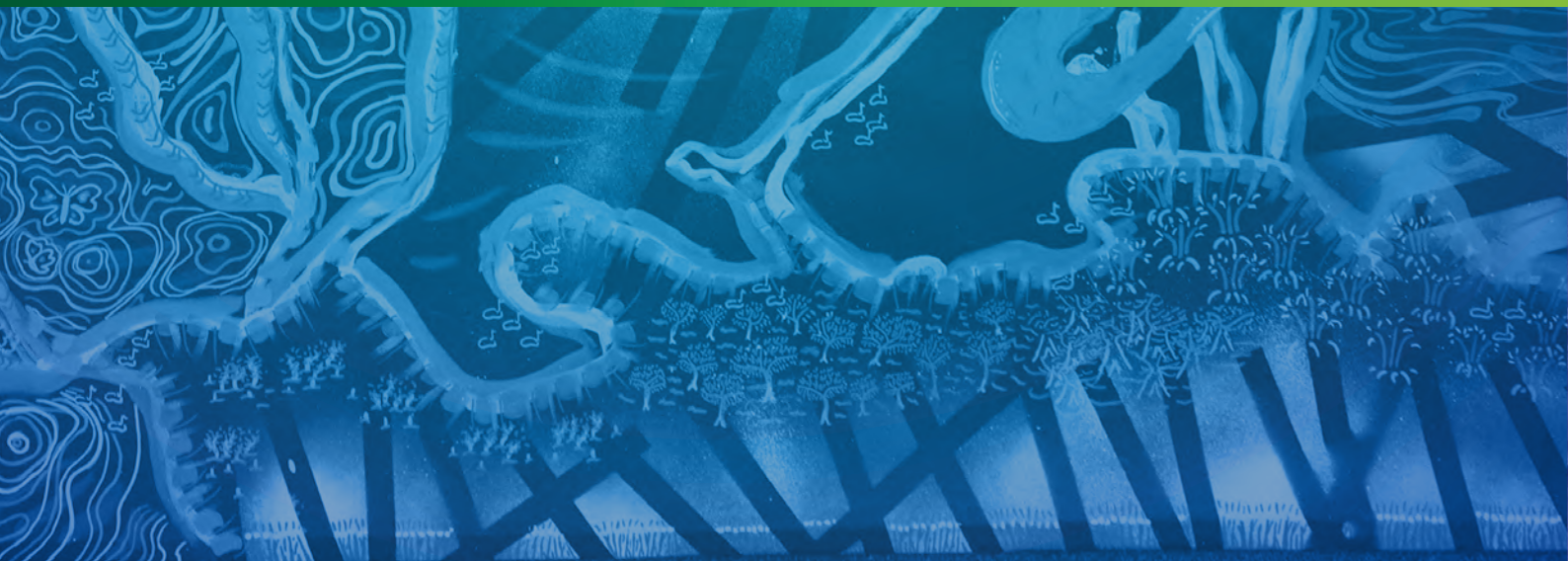


Opportunities with The Community

RAP Actions	Commitment
Local Sites, Events and Excursions	We commit to learning more about the Aboriginal and Torres Strait Islander histories, cultures and contributions of the Country on which we live, work, learn and play, by working with the local Aboriginal and Torres Strait Islander community to learn about events of historical and cultural significance and visit appropriate sites.
Employment Strategy	We commit to the development and implementation of an Aboriginal and Torres Strait Islander employment strategy. This will assist in attracting Aboriginal and Torres Strait Islander candidates to vacancies, as well as supporting current Aboriginal and Torres Strait Islander employees.
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.

Opportunities with The Community

RAP Actions	Commitment
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, statebased 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 students 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.





Our Reconciliation Action Plan Artwork



Adam Magennis

St Leonard's College has developed a relationship with proud Bunurong man, Adam Magennis, a Foundational Director of Baluk Arts and Art Director of Kaptify. Adam has over 30 years' experience as a visual artist. He is an active board member of Working Heritage Incorporated, a qualified archaeologist and master bricklayer. He is also a casual lecturer at La Trobe University in the Masters in Archaeology course and a casual youth mentor at Bunjilwarra Healing Service. Adam has conducted the Welcome to Country for significant St Leonard's College occasions such as the Community Day Fair, and has given presentations at important events such as our Reconciliation Week 'Having a Yarn' Breakfast. He has worked on a variety of projects with our students and staff, imparting his highly-valued wisdom and knowledge.

Cultural Ecology Map – Cultural Connections and Collaborations

The artwork featured throughout our Reconciliation Action Plan is the creative output of a three-day Artist in Residence program with Adam that was conducted at the College in March 2023. Years 9 to 12 Art students participated in this collaborative project that involved constructing a *Cultural Ecology Map* in the form of a large-scale artwork. This involved learning about the skill of cartography and creating a map

that showcases the *Localised Biosphere of Bunurong Sea Country*. Geological and terrestrial boundaries and water catchments were defined by mark-making with lines and the composition evolved based on the students' interpretation and understanding of the local area through conversations with Adam. The completed *Cultural Ecology Map* presents symbolic references to coastal and land-based flora and fauna depicting cultural meaning and historical contexts. A broad range of painting techniques were integrated using stencils, acrylic paint, posca pen and spray paint. *The Cultural Ecology Map* is influenced by a method and approach to mapping where a biosphere is mapped first, and then secondly, social and cultural infrastructure is integrated into the mapped biosphere. It is a way of mapping Country where humanity is interwoven within the environment, rather than on top, as seen in representations such as Google maps where an overlay is presented on the environment as portrayed in a post industrialisation view of the land.

We would like to acknowledge and pay our deepest respect to Adam, for all that he has brought to our College community. We remain steadfast in our commitment to continued learning and understanding of our First Nations peoples. We thank Adam for his continued support of St Leonard's College and for his incredible contribution to this magnificent artwork.



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