

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Bubup Womindjeka Family and Children's Centre
September 2021 to September 2022



Bubup
Womindjeka



RECONCILIATION
AUSTRALIA

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Vision for Reconciliation

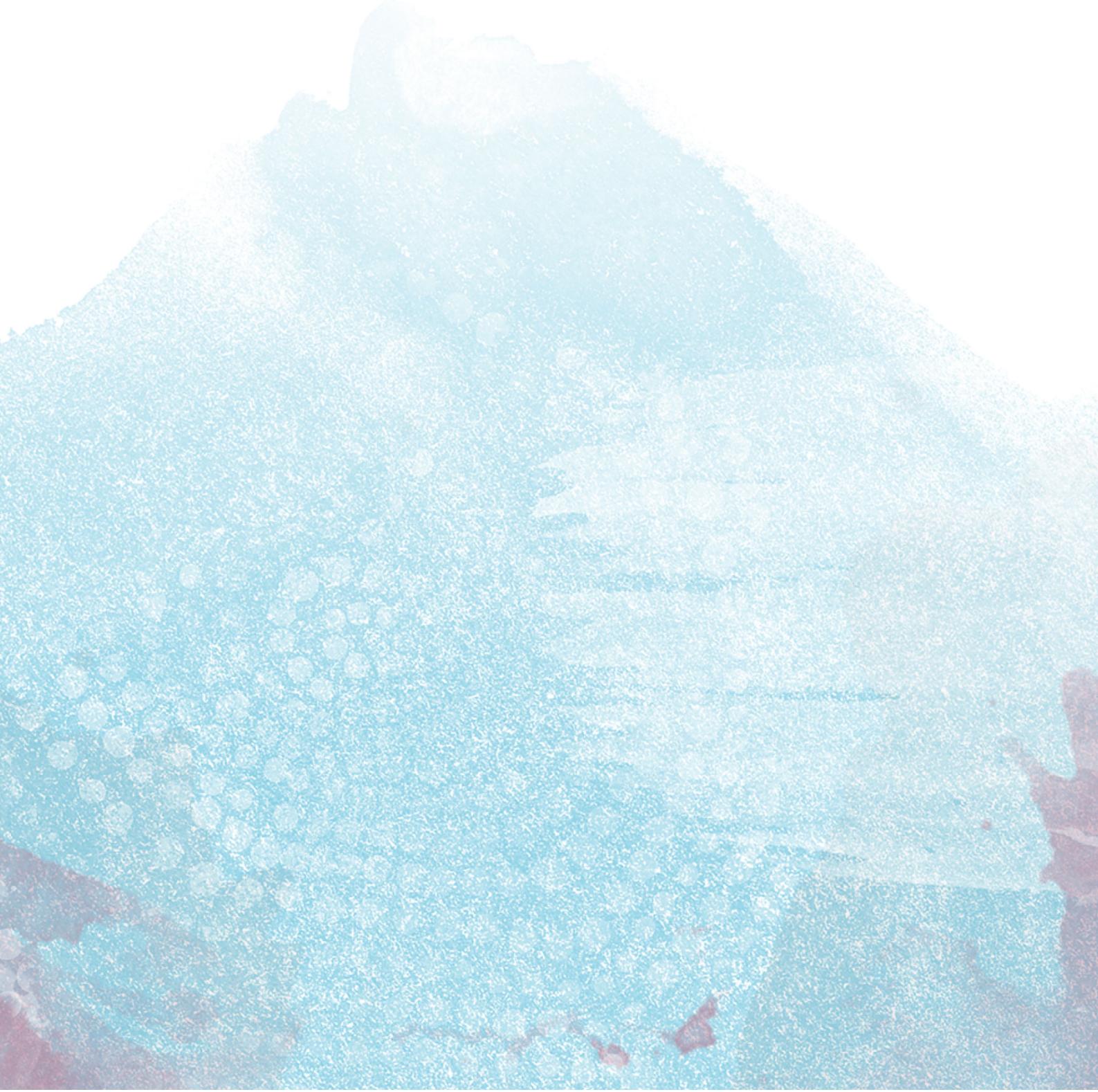
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VISION FOR RECONCILIATION

As an integrated early learning community, we are in a unique position to celebrate and explore a diverse range of cultures including those of Aboriginal and Torres Strait Islander peoples with our children, families, team members and the wider community.

Our vision for reconciliation is to embrace Aboriginal and Torres Strait Islander cultures and respectfully embed these into our daily practices in rich and meaningful ways.

To support our educators with respectfully embedding Aboriginal and Torres Strait Islander perspectives into the learning program, we utilise the below commitments to inform our practice:

Guidance from Elders

We commit to partner with local representatives of the Traditional Custodians of the Land for cultural heritage advice and authentic implementation. We will actively reflect on our current level of cultural competence and through these partnerships we seek to extend our knowledge and understanding of Aboriginal and Torres Strait Islander cultures.

Care for Country

We acknowledge Aboriginal and Torres Strait Islander peoples' strong spiritual and cultural connection to land, country, sea and water and we will foster opportunities to grow our understanding and participation in caring for country.

Presence in Learning Environment

We are committed to welcoming Aboriginal and Torres Strait Islander people into our service to work alongside our educators and children in the learning environment. Having an Aboriginal and Torres Strait Islander presence in the learning environment is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.

Critical Reflection

We will track our progress, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our vision for reconciliation into the future.

'As we grow, so will our vision and journey for reconciliation.'

ACKNOWLEDGEMENT OF COUNTRY

Bubup Womindjeka Family and Children's Centre acknowledge the Traditional Custodians of the Land and pay our respects to Elders of past, present and future.

Bubup Womindjeka means 'Welcome Children' in the language of the Boon Wurrung/Bunurong People of the Yalukut Weelam, the Traditional Custodians of the Land. We pledge to care for the land on which the children learn and grow.

'We thank the Traditional Owners
For letting us share their Land.
We promise to look after it,
The animals, people and Land.
Hello Land, Hello Sky, Hello Me & Hello Friends'

RAP WORKING GROUP

Name	Position
Lease Cowen	Principal / Director
May Kanjanathamrongkul	Staff (teaching)
Heather Kerr	Staff (teaching)
Grace McGeehan	Staff (teaching)
Michelle Wilson	Staff (teaching)
Sam Aloï-Carlus	Staff (teaching)
Kellie Connor	Executive Officer
Bettina Holly	Staff (teaching)

RAP SUPPORT NETWORK

Name	Role/Organisation
Phuong Nguyen	phuongn@bwfcc.org.au
Phuong Nguyen	phuongn@bwfcc.org.au



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander People in the Classroom	We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.	Grace M	Not Set
Early Years Learning Framework - Early Learning Specific	We commit to seeking out meaningful connections between our vision and plans for reconciliation and the principles, practices and outcomes of the Early Years Learning Framework. Establishing a strong relationship between the two will ensure reconciliation is meaningfully embedded in everyday early learning environments.	Heather K, Sam A	Not Set



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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 also commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assist them on their own journey of understanding.	Grace M, Sam A	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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 Torres Strait Islander peoples as the First Australians and Custodians of their Land.	Lease C	Ongoing
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 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.	Grace M	27/05/2021 - 03/06/2021
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.	Michelle W	Not Set



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Grace M	Not Set
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 early learning service.	Heather K	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Acknowledgement of Country	Our early learning service 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.	Heather K, Michelle W	Not Set
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 early learning service. 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.	Michelle W, Sam A	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Celebrate Days of National Significance	We commit to organising and participating in events to celebrate or commemorate days/weeks of national significance for Aboriginal and Torres Strait Islander peoples and the reconciliation movement to show our pride in, and respect for, Aboriginal and Torres Strait Islander histories, cultures and contributions. We also commit to including Aboriginal and Torres Strait Islander perspectives when we commemorate other national days, such as January 26 (Australia Day) and Anzac Day.	Heather K	Ongoing
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.	Michelle W	Not Set
Physical Acknowledgement of Country	Our early learning service 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 early learning service is located.	Heather K	Ongoing

RESPECT



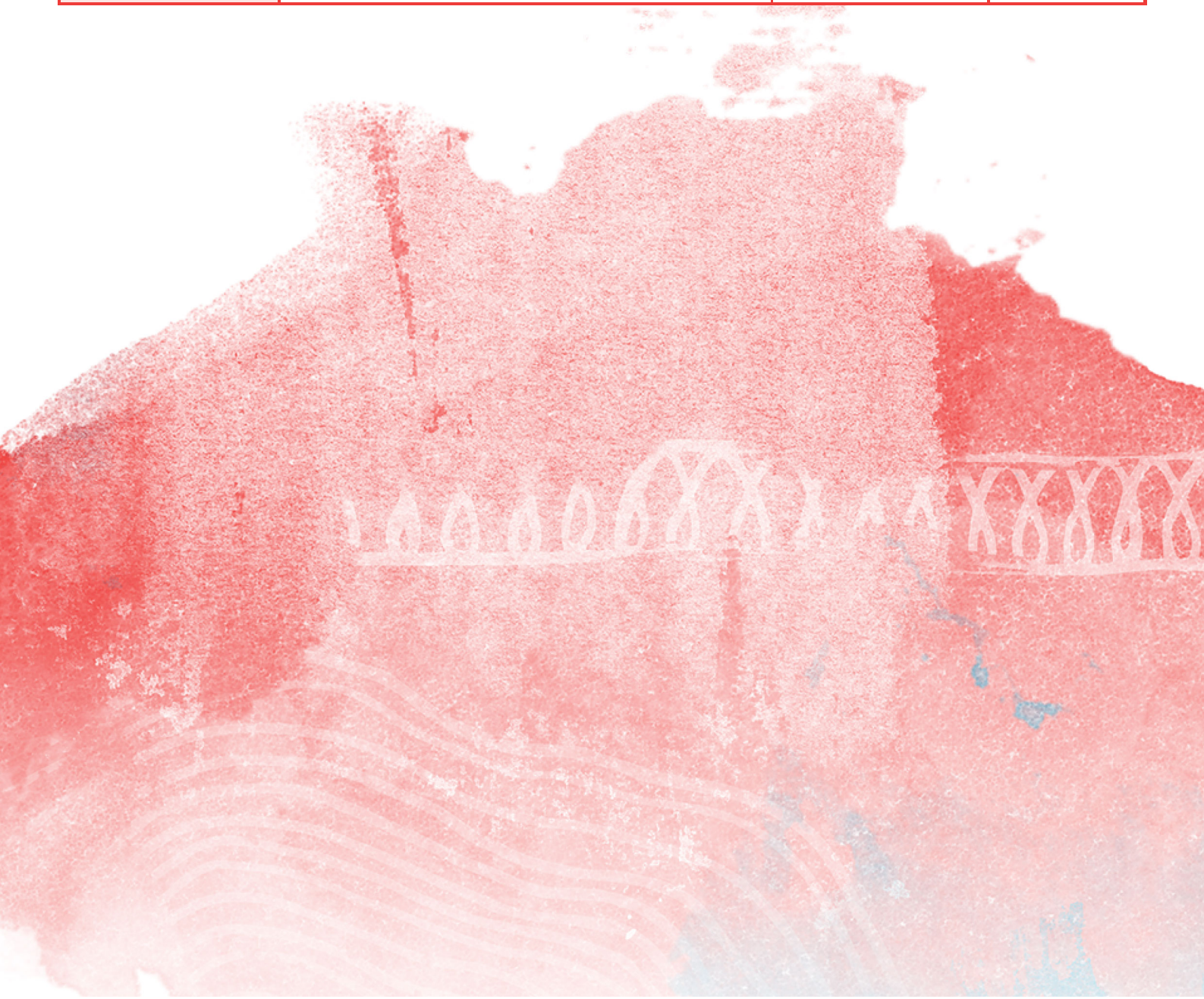
WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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 early learning service.	Lease C	Not Set





RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Curriculum Planning	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.	Sam A	Not Set



OPPORTUNITIES



AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Inclusive Policies	All staff in our early learning service 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.	Lease C	Not Set
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.	Lease C	Not Set
National Quality Standard - Early Learning Specific	We commit to ensuring that our engagement with the National Quality Standard involves the inclusion of Aboriginal and Torres Strait Islander histories, cultures and contributions in our daily practice and programming, as well as authentic and meaningful engagement with the local Aboriginal and Torres Strait Islander community.	Grace M, Michelle W	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Lease C	Ongoing

