

NARRAGUNNAWALI
LOGO

RAP WORKING DOCUMENT AS AT 12/08/2024

This is a working document only; it does not represent a formal Reconciliation Action Plan (RAP) in either draft or published form.

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CONTENTS

How to use this document

Vision for Reconciliation

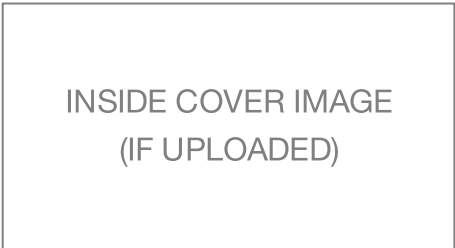
RAP Working Group

RAP Actions

Relationships

Respect

Opportunities



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HOW TO USE THIS DOCUMENT

Please note that this file is designed to be used as a working document; it does not represent a formal Reconciliation Action Plan (RAP) in either draft or published form.¹

Please note that this working document may include details that will not appear on the formal RAP document.

To view your formal RAP document, you will need to generate and then download the file titled 'Reconciliation Action Plan' when accessing [your RAP](#) within the Narragunnawali platform. Please note that, until your RAP has been published by Reconciliation Australia, a 'DRAFT' watermark will appear on the document.

RAP Working Group members can use this working document to view some of the details of their RAP in a single file location; to make offline notes about RAP details; and to inform internal reflection and planning processes relating to the RAP.

¹RAPs are unique and highly valued documents. Reconciliation Australia has worked extensively with its stakeholders to develop and build both the [Narragunnawali RAP framework](#) for schools and early learning services, as well as the [wider RAP program](#). To maintain the integrity of these programs in alignment with Reconciliation Australia's [terms and conditions](#), organisations, schools or early learning services that choose not to be part of Reconciliation Australia's RAP programs, or who have not developed RAPs through to final endorsement/publication stage via these programs, should not use the words 'Reconciliation Action Plan', 'RAP', or the Reconciliation Australia or Narragunnawali logo on public websites or documents.

VISION FOR RECONCILIATION

Merici College is committed to continuing to integrate Aboriginal and Torres Strait Islander peoples, histories and cultures into classes and wider school environments and events. Our vision for reconciliation is that we not only integrate a focus on First Nations histories and cultures because of curriculum and legislative requirements, but because we genuinely understand, acknowledge and respect the living cultures of those who have been on Ngunnawal Land for thousands of years.

Using the Reconciliation Action Plan as our guide, we continue to ensure all Aboriginal and Torres Strait Islander students and families feel a sense of belonging at the school and are afforded equal and equitable opportunities to engage with culture and Country, and with culturally responsive learning experiences. We are seeking opportunities to welcome and engage Ngunnawal People in both school and community and facilitating genuine opportunities for connection to Country.

We want all students to learn not only about the injustices faced by Aboriginal and Torres Strait Islander peoples since colonisation, but also about the resilience and the unique and continuing cultures and contributions First Peoples have to offer. Students should all have opportunities to respectfully engage in this learning in and out of the classroom; to learn on Country and about how to serve Country; and to actively listen to Aboriginal and Torres Strait Islander voices and perspectives.

ACKNOWLEDGEMENT OF COUNTRY

As members of the Merici College community, we would like to acknowledge the living cultures of the Ngunnawal people, the Traditional Custodians of the Land on which we meet, and we recognise any families who have connections to this Land.

We pay respect to Elders past and present and recognise the stories that have been passed down for thousands of years to educate and inspire generations to come.

We appreciate the significance of connection to Country and all that the Ngunnawal people have continued to do to preserve the Land that the foundations of Merici are built on.

We aim to strive for reconciliation and justice in all we do, say and are as a Merici College community and beyond.

(Written by Merici Mob 2023)

RAP WORKING GROUP

Name	Position
Anna Masters	Principal / Director
Alyssa Markmann	Staff (Indigenous Education Worker)
Bianca Porcheddu	Staff (teaching)
Nicola Bartasek	Staff (teaching)
Nicole Commins	Staff (teaching)

RAP ACTIONS

Relationships in the classroom

Action: **Aboriginal and Torres Strait Islander People in the Classroom**

Commitment: 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.

Goal: Provide talks and tours for Indigenous students and speakers for all students.

Deliverables:

✓	Build network through current contacts and invite to Merici College.	Alyssa Markmann	Completed:	02/07/24
○	Invite elders for Smoking Ceremonies or Welcome to Country for each new completed part of the school.	Alyssa Markmann	Due Date:	04/07/25

RAP ACTIONS

Relationships in the classroom

Action: Opportunities for Aboriginal and Torres Strait Islander Students and Children

Commitment: We commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider early learning service community.

Goal: Take students on excursions at least once a Semester to experience Country and culture.

Deliverables:

<input type="radio"/>	Work out funding with the school and book an excursion in Canberra this year.	Alyssa Markmann	Due Date:	13/12/24
<input type="radio"/>	Seek opportunities for students to engage with other First Nations community members.	Alyssa Markmann	Due Date:	13/12/24

RAP ACTIONS

Relationships around the school

Action: Cultural Responsiveness for Staff

Commitment: 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.

Goal: Staff should feel confident enough to embed Aboriginal and Torres Strait Islander perspectives within each of their curriculum areas.

Deliverables:

✓	Run a PD for staff who are not confident in this skill to learn about resources that can help them incorporate perspectives in the classroom.	Alyssa Markmann	Completed:	20/10/23
○	At least three members of staff should attend the Cultural Competency course each year.	Anna Masters	Due Date:	03/07/26

RAP ACTIONS

Relationships with the community

Action: **Welcome to Country**

Commitment: 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 the Land.

Goal: Invite Ngunnawal elders to every major school event.

Deliverables:

✓	Build contacts with Ngunnawal elders.	Alyssa Markmann	Completed:	02/07/24
○	Invite Ngunnawal Elders to major assemblies.	Alyssa Markmann	Due Date:	12/12/25

RAP ACTIONS

Relationships with the community

Action: Celebrate National Reconciliation Week

Commitment: 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.

Goal: Celebrate National Reconciliation Week meaningfully.

Deliverables:

✓	Seek permission from Executive to run a long PC session for Reconciliation Week.	Alyssa Markmann	Completed:	17/05/23
○	Invite an elder to speak at an assembly for Reconciliation Week.	Alyssa Markmann	Due Date:	09/05/25

RAP ACTIONS

Relationships with the community

- Action:

Build Relationships with Community
- Commitment:

We commit to forming ongoing relationships with our local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We value these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and the community.
- Goal:

All faculties will engage with community at least once a Semester.
- Deliverables:

☐

Build contacts and invite community to RE lessons.

Alyssa Markmann

Due Date:

13/12/24

RAP ACTIONS

Respect in the classroom

Action: Teach about Reconciliation

Commitment: 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.

Goal: Reconciliation will be included in curriculum planning meetings for all faculty.

Deliverables:

✓	I will run Professional Development and invite First Nations peoples to present to staff about Reconciliation and sources they can use in their planning.	Alyssa Markmann	Completed:	10/11/23
○	Liaise with Subject Coordinators to arrange planned time to explore RAP in faculty meetings.	Alyssa Markmann	Due Date:	13/12/24

RAP ACTIONS

Respect in the classroom

Action: Explore Current Affairs and Issues

Commitment: 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 early learning service operates.

Goal: All students to interact with current affairs and issues at least twice in the year.

Deliverables:

✓	Hold information sessions during Reconciliation Week and NAIDOC week.	Alyssa Markmann	Completed:	07/07/23
○	Purposefully include lessons that align with issues for First Nations peoples within each curriculum at least twice a year.	Anna Masters	Due Date:	04/07/25

RAP ACTIONS

Respect around the school

Action: Acknowledgement of Country

Commitment: 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.

Goal: The Acknowledgement of Country will be heard by every student each day at school.

Deliverables:

✓	Rewrite the acknowledgement with the Narragunnawali group and have it approved by the Indigenous Teaching Consultant at Catholic Education.	Alyssa Markmann	Completed:	17/03/23
○	At least 85% of Pastoral Care classes will hear the Acknowledgement of Country every day.	Alyssa Markmann	Due Date:	04/07/25

RAP ACTIONS

Respect with the community

Action: **Aboriginal and Torres Strait Islander Flags**

Commitment: Our early learning service flies/displays the Aboriginal and Torres Strait Islander flag at your early learning service to demonstrate respect and recognition for the histories, cultures and contributions of the First Peoples of Australia. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.

Goal: Bring students to the Aboriginal and Torres Strait Islander flags and teach them about what they represent.

Deliverables:

- ☐ Create opportunity for learning about the flags and their origins.
- Alyssa Markmann
- Due Date: 13/12/24

RAP ACTIONS

Respect with the community

Action: Take Action Against Racism

Commitment: 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.

Goal: All students will understand what the harmful stereotypes are that are associated with First Nations peoples.

Deliverables:

✓	Create extended PC lesson about Reconciliation and fair treatment of all peoples.	Alyssa Markmann	Completed:	26/06/23
○	Create lesson about respectful terminology.	Alyssa Markmann	Due Date:	06/09/24

RAP ACTIONS

Opportunities in the classroom

Action: Curriculum Planning

Commitment: 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.

Goal: Run an audit of current curriculum to assess where Aboriginal and Torres Strait Islander history and cultures need to be embedded.

Deliverables:

✓	Run meetings with staff to inform them of resources they can use in their classrooms to better prepare them to teach the content.	Alyssa Markmann	Completed:	02/07/24
○	Attend faculty meetings to check where First Nations sources are being included.	Alyssa Markmann	Due Date:	05/12/25

RAP ACTIONS

Opportunities around the school

Action:	Inclusive Policies
Commitment:	All staff at early learning service 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.
Goal:	Amend school policies about educational outcomes for Aboriginal and Torres Strait islander students and make all staff aware of them.

Deliverables:

<input type="radio"/>	Complete policy changes in a working group that will meet once a term.	Anna Masters	Due Date:	05/12/25
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RAP ACTIONS

Opportunities around the school

Action: **Staff Engagement with RAP**

Commitment: 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.

Goal: Invite members of the RAP group to assist in implementing the goals.

Deliverables:

✓	Teach staff about the RAP and why the school is using it.	Alyssa Markmann	Completed:	21/09/23
○	Assign RAP goals to other staff members.	Alyssa Markmann	Due Date:	11/10/24

RAP ACTIONS

Opportunities with the community

- Action:

Celebrate RAP Progress
- Commitment:

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.
- Goal:

Staff to always be aware of and contributing to RAP goals.

Deliverables:

<input checked="" type="checkbox"/>	Give updates to staff at least twice a term.	Alyssa Markmann	Completed:	02/07/24
<input type="checkbox"/>	Present new version of RAP to staff.	Alyssa Markmann	Due Date:	27/09/24
<input type="checkbox"/>	Provide clear goals that are for all staff to achieve.	Alyssa Markmann	Due Date:	06/12/24