

NAKRA GUNNA WALI

RECONCILIATION ACTION PLAN

Port Macquarie Community Preschool
March 2019 to March 2020



Port Macquarie
Community Preschool
play to learn



RECONCILIATION
AUSTRALIA

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OUR VISION FOR RECONCILIATION

Port Macquarie Community Preschool acknowledges and values the cultural histories, heritages and traditions of Aboriginal and Torres Strait Islander peoples.

Our vision is a future where Aboriginal and Torres Strait Islander peoples are recognised as being the Traditional Owners of Lands across Australia.

Our vision is a society where all children are educated from early childhood, to have respect for and an appreciation of the Aboriginal and Torres Strait Islander ways of knowing and doing.

Our vision is to create a visually inclusive early childhood environment, where Aboriginal and Torres Strait Islander perspectives are embedded in all aspects of our everyday practice.

Our vision is to embark on a continuous journey of learning and education for the Port Macquarie Community Preschool (PMCP) staff, children and families.

Our vision is to foster and develop respectful reciprocal relationships between Port Macquarie Community Preschool and the local Birpai community, to foster equality and equity in early childhood education for all children.

Our vision is a belief that through reconciliation there will be justice and equity for all.

We believe, as stated in the 2008 National Apology, that our Reconciliation journey is about creating “a future based on mutual respect, mutual resolve and mutual responsibility”.

ACKNOWLEDGMENT OF COUNTRY

We acknowledge the Birpai People

The Traditional Custodians of this Land on which we play and learn

We all live on sacred ground, respect, recognise, celebrate

We pay our respect to Elders past, present, future and emerging

RAP WORKING GROUP

Name	Position
Megan Jones	Principal / Director
Cara Greenwell	Business Manager
Debby Roberts	Administration Manager
Michelle Horan	Staff (teaching)
Alyssa Chapman	Staff (teaching)
Kelly Mooney	Staff (teaching assistant)
Maggie O'Donovan	Staff (teaching assistant)
Nicola McKellar	Staff (teaching)
Cathy Norris	Staff (teaching)
Lori-Ann Mckinnon	Staff (teaching assistant)



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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Representation on Committees	We commit to inviting Aboriginal and Torres Strait Islander staff, parents/carers and community members to be active representatives on our early learning service's committees. We commit to ensuring Aboriginal and Torres Strait Islander perspectives inform decision-making processes by respecting the experiences and knowledge that Aboriginal and Torres Strait Islander peoples can bring to our committees.	Megan J, Cara G	Ongoing
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 our local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Cathy N	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Reconciliation Projects	Our early learning service will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in learning programs and the physical environment. Through this culture of collaboration across the early learning service and with the community, we commit to creating an environment where young people, staff and community members acknowledge, respect and experience connection to the First Australians.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	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.	Megan J, Cara G, Lori-Ann M	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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	27/05/2019 - 03/06/2019
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.	Cara G	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing



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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G, Alyssa C, Nicola M, Cathy N	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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
Aboriginal and Torres Strait Islander Flags	Our early learning service flies or displays the Aboriginal and Torres Strait Islander flag 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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G	31/03/2019



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
RAP Launch	Our early learning service is proud to launch our RAP at an event that recognises the efforts of the working group and celebrates our school or service's commitment to reconciliation. We will use 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.	Megan J, Cara G	13/03/2019
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing



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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing



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 people and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Cara G	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Reconciliation Awards	We commit to creating opportunities to acknowledge students, children, staff and community members who are making an outstanding contribution to progressing reconciliation in our early learning service.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing
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.	Megan J, Cara G	Ongoing
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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	09/02/2019 - 31/12/2019



RAP ACTIONS	COMMITMENT	ASSIGNED TO	DUE DATE
Aboriginal and Torres Strait Islander Languages	We commit to providing students and 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.	Megan J, Cara G, Debby R, Michelle H, Alyssa C, Kelly M, Maggie O, Nicola M, Cathy N, Lori-Ann M	Ongoing

