

Reconciliation Action Plan

JULY 2024 / JULY 2025

Bright minds, kind hearts

Acknowledgement

The Casey Grammar School community acknowledges with gratitude and respect the Boonwurrong People of the Kulin Nation on whose Land we work, learn, play, laugh and grow. As an educational community that meets on Boonwurrong Country, we honour the cultures and storytelling of Aboriginal and Torres Strait Islander peoples. We appreciate the contribution of their abundant histories and continuing contributions to our teaching and learning community. We honour the wisdom of the Elders past, present and emerging as well as the Traditional Custodians who have nurtured the Land and its peoples over many generations. We are determined to recognise and learn from the Boonwurrong people, through our shared walk and work towards reconciliation as we grow in knowledge, respect and connection.

The cover image is from our recent excursion to Willum Warrain Aboriginal Gathering Place and has been used with permission.

This document has been adapted from Casey Grammar School's Reconciliation Action Plan, developed through the Reconciliation Australia's Narragunnawali: Reconciliation in Education program.

Vision

A reconciled Australia is where everyone is accepted with equal and equitable access to quality education and the ability to live a long, healthy life. We envision a place where a person's culture, their social standing, education or beliefs are not barriers to acceptance and respect.

Casey Grammar School is committed to acknowledging and developing a deeper, shared understanding of the complex nature of Australia's true past, with the goal of ongoing change for the better. We willingly participate in genuine engagement with the tensions that Australia's histories and its trauma present for First Nations peoples, whilst also acknowledging the strong cultural connections of Aboriginal and Torres Strait Islander peoples and communities. Together we envision a just, equal and equitable future.

As a school, we will value Aboriginal and Torres Strait Islander peoples' knowledge and perspectives, seeking always to make Casey Grammar School a culturally responsive community for First Nations staff, students and families. We believe in creating a school where all people can respect and value the cultures, languages and stories of this Land.

Together, we embrace the call to create a more connected and allied country. We seek to create opportunities for both Aboriginal and Torres Strait Islander educators and students as well as non-Indigenous educators and students to feel empowered to take actions towards reconciliation in their own lives, both now and in the future.

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Please note: Aboriginal and Torres Strait Islander peoples should be aware that these pages contain the images of Aboriginal and Torres Strait Islander peoples.

RAP Working Group

Fiona Williams

School Principal, RAP Co-Chair

Sophie Adam

Student

Sarah Black

Junior School teaching staff

Adam Brown

Parent

Patrick Byrne Nelson

Junior School teaching staff

Robert Jacob

Deputy Principal, Head of Wellbeing

Tegan Kearney

Staff Wellbeing, Senior School teaching staff

Louise Piva

Head of English, Senior School teaching staff

Monique Riviere-Pendle

School Chaplain, RAP Co-Chair

Diana Thompson

Head of Learning Resource Centre

Tegan West

Head of Teaching and Learning



Image: Preparations by Traditional Custodians from Bunurong Land Council for a Smoking Ceremony.

RAP Actions

Relationships

By incorporating protocols into formal events and important occasions, we recognise Aboriginal and Torres Strait Islander people as the First Australians and Custodians of the Land

Relationships in the Classroom

Action	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.
Opportunities for Aboriginal and Torres Strait Islander Students and Children	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 school community.



Image: Junior School student Eli, working on the Trist 'T' using symbols learned from his family and applying his own interpretations.

Relationships around the School

Action	Commitment
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 school'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.
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.

We give students and staff the opportunity to participate in a Welcome to Country and Smoking Ceremony at least once each year



We are provided a range of opportunities to build on our knowledge



Relationships with the Community

Action	Commitment
Welcome to Country	Where appropriate, significant events at our school 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	Our school 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.
Build Relationships with Community	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.

Image: Social Justice Captain, Zara, with a Kulin Nations puzzle created by one of our Year 8 students, with the assistance of Mr Peter Young. This project was created as part of Peter's Professional Development and learning.

RAP Actions

Respect

our school is committed to learning
about reconciliation in Australia

Respect in the Classroom

Action	Commitment
Teach about Reconciliation	Our school 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 school's RAP by positioning it within the broader story of reconciliation in Australia.
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 school operates.



Image: Celebrating Reconciliation Week as a school community.

Respect around the School

Action	Commitment
Acknowledgement of Country	Our school 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 school. 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 towards reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.



Images: We commit to organising and participating in events to celebrate or commemorate days/weeks of national significance.

We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our school.



Respect with the Community

Action	Commitment
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.
Aboriginal and Torres Strait Islander Flags	Our school flies/displays the Aboriginal and Torres Strait Islander flag 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 towards reconciliation.



Image: Senior school staff and students participating in learning on Bunurong Country at Willum Warrain Aboriginal Gathering Place.

Action	Commitment
Physical Acknowledgement of Country	Our school 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 school is located.
RAP Launch	Our school 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 towards 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 school.

RAP Actions

opportunities

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



Image: Foundation students participating in Reconciliation Week activities.

Opportunities in the Classroom

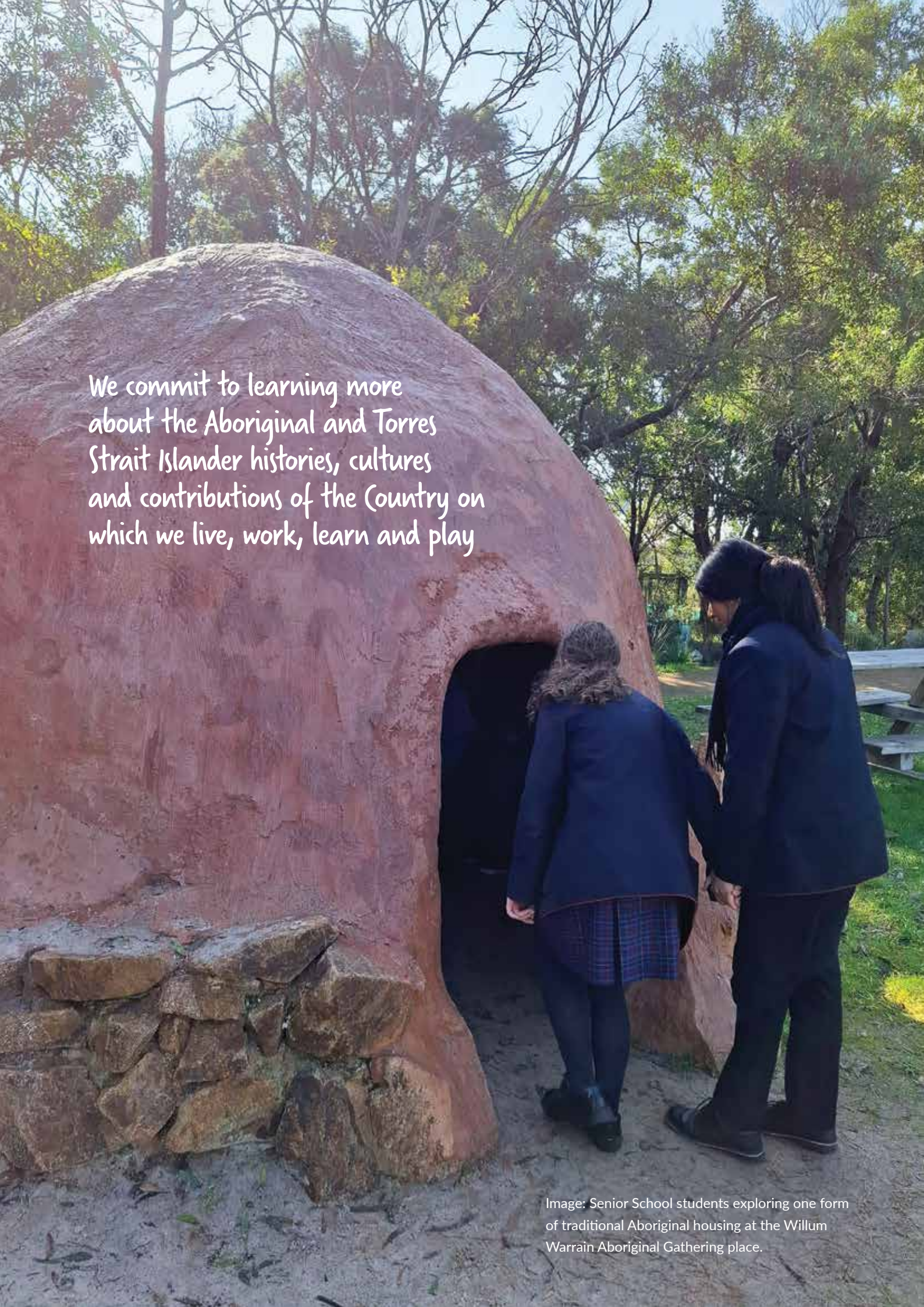
Action	Commitment
Curriculum Planning	Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and learning areas. We will review curriculum documents to find out where we include Aboriginal and Torres 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.



Image: Junior School Art Captain Lynette at the Kungka Kunpu (Strong Women) exhibition at Bunjil Place as part of a staff and student excursion during Reconciliation Week.

Opportunities around the School

Action	Commitment
Inclusive Policies	All staff at school are aware of policies referring to improving educational outcomes for Aboriginal and Torres Strait Islander peoples 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.

A photograph of two students in school uniforms exploring a traditional Aboriginal housing structure. The structure is a large, dome-shaped hut with a reddish-brown, textured exterior. The entrance is a dark, arched opening. One student, a girl with curly hair wearing a dark jacket and a plaid skirt, is entering the hut. The other student, a boy with long dark hair wearing a dark jacket and dark pants, is standing outside, looking into the entrance. The hut is built on a base of rough, stacked stones. The background is filled with lush green trees and foliage, suggesting a park or natural setting. The lighting is bright, indicating it is daytime.

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

Image: Senior School students exploring one form
of traditional Aboriginal housing at the Willum
Warrain Aboriginal Gathering place.

Opportunities with the Community

Action	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.
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 school. 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.
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, state-based and national Aboriginal and Torres Strait Islander owned businesses to accompany procurement policies and procedures.



Casey Grammar School

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