

Reconciliation Action Plan

2021-2023



ST EDWARD'S
COLLEGE
WHERE YOUNG MEN ACHIEVE



Preamble

St Edward's College proudly presents our first innovative Reconciliation Action Plan. St Edward's is a member of the Edmund Rice Education Australia schools' network that offers a liberating education based upon a Gospel spirituality, within an inclusive community committed to justice and solidarity. The values that underpin the Touchstones of Edmund Rice schools provide a blueprint that establishes our direction and defines our goals, ensuring that we follow the vision of Blessed Edmund Rice as we seek to make the Gospel a living reality within our community.

In line with this vision, St Edward's has made a commitment to live out the message of love and inclusion, particularly regarding Aboriginal and Torres Strait Islander peoples, refugees, people of other faiths, sexual orientation and gender.

St Edward's has made a commitment to reconciliation through the establishment of our first Reconciliation Action Plan which is a formal acknowledgement of this commitment. The plan is aspirational and designed to challenge our community, providing guidance as we walk alongside Aboriginal and Torres Strait Islander peoples in our nation's journey towards reconciliation.

St Edward's acknowledges the harm that has been done to Aboriginal and Torres Strait Islander peoples throughout our history and all that has resulted, including the Stolen Generation. For this, we are truly sorry.

Importantly St Edward's acknowledges the strengths and resilience shown by Aboriginal and Torres Strait Islander peoples, cultures and communities in the face of discrimination, and we aim to celebrate the continued significance of Aboriginal and Torres Strait Islander contributions in shaping a shared sense of national unity and identity.

We acknowledge Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which our school is situated and we respect and honour Aboriginal and Torres Strait Islander Elders past, present and future. We acknowledge the stories, traditions and living cultures of Aboriginal and Torres Strait Islander peoples on this land and commit to building a brighter future together.



Mark Bonnici
College Principal
RAP Committee Chair

Vision Statement

The St Edward's College community vision for reconciliation aligns with the EREA Touchstones. We strive for a united and respectful understanding of Aboriginal and Torres Strait Islander rights, culture and its peoples.

At its heart, our vision for reconciliation is to further develop the teaching and understanding of Australia's true history and ensure an educationally authentic and inclusive College, which strengthens its relationships with all community members.

We embrace walking alongside all Aboriginal and Torres Strait Islander people, with an open mind and heart to establish a respect and kindness for ourselves and others that will nurture a school culture that promotes equality for all Australians.

Right: The Bay on which the school sits, the Bouddi National Park peninsular, the Mimi Figures of the ancient spirits that protect and guide our local waterways and a feather which is a symbol for the permanence and impermanence of our impact on the local flora and fauna.



St Edward's College RAP Committee

St Edward's College RAP Committee has and will continue to support the development and implementation of the College's Reconciliation Action Plan.

The following people are members of the Reconciliation Action Plan Committee and have been integral in the development of the key strategies detailed throughout the plan. The College truly appreciates their ongoing support and commitment to assisting us in our promotion of reconciliation.

Mr Mark Bonnici	<i>St Edward's College Principal (RAP Committee Chair)</i>
Mrs Tracey Burraston	<i>DET Aboriginal Student Liaison</i>
Mr David Ella	<i>CSO Broken Bay Aboriginal Liaison Officer</i>
Mr Steve Ella	<i>Manager Aboriginal Health - Central Coast Local Health District</i>
Mr Tony Beacroft	<i>St Edward's College Director of Mission and Identity</i>
Mr Pat Dell	<i>Leader of Learning Social Justice</i>
Mr John Griffin	<i>HSIE Teacher</i>
Mrs Anne Lynn	<i>Learning Assistant</i>
Mrs Kristen Mantellato	<i>Assistant Leader of Learning Science</i>
Ms Sarah Moulton	<i>Leader of Learning - Library</i>

Links to St Edward's College School Improvement Plan 2020-2024

The St Edward's College Strategic Improvement Plan is centred on providing guidance in the delivery of a values-based liberating education for the students of St Edward's, which engages them in a dynamic and responsive curriculum, in a nurturing environment that is authentic, innovative, inspires thinking and develops the knowledge, capabilities and skills that will best prepare young men for the future.

Aboriginal Reconciliation remains a key priority of the College Strategic Improvement Plan 2020-2024 now and into the future and is evidenced in each of the Touchstones within the plan. This plan challenges us to:

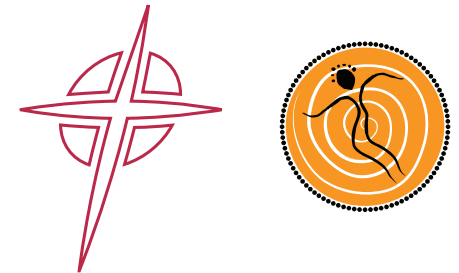
Liberating Education

LE 6: Embed a deeper knowledge and understanding of the histories, cultures and experiences of Aboriginal and Torres Strait Islander people across all Key Learning Areas.



Gospel Spirituality

GS 3: Model and support the Gospel values of forgiveness, reconciliation, compassion and respect in establishing right relationships within our community.



Justice and Solidarity

JS 2: Develop a Reconciliation Action Plan that advocates for justice and ensures the strength, diversity, ownership and richness of Aboriginal cultures are respected and valued.



Inclusive Community

IC 6: Strengthen the relationship between members of St Edward's community and Aboriginal and Torres Strait Islander peoples to develop a deeper understanding of Indigenous history, language and culture.



JS 5: Deliver a curriculum that integrates themes of Justice and Peace, underpinned by Catholic Social Teaching.

JS 6: Promote diversity within St Edward's College through the marketing and enrolment policy that welcomes and values all members of the community regardless of religion, race, disability, sexual orientation or economic situation.

Relationships

In the classroom

Action	Deliverable	Timeline	Responsibility
1. Aboriginal and Torres Strait Islander People in the classroom	1.1 Conduct Curriculum Mapping across all Key Learning Areas to identify opportunities for Aboriginal and Torres Strait Islander people to deliver content and perspectives in learning experiences in classrooms, through incursions, excursions and the College Outdoor Recreation program.	2021	RAP Committee
2. Provide opportunities for Aboriginal and Torres Strait Islander Students	2.1 Continue to expand the scholarship program to offer enrolment to Aboriginal and Torres Strait Islander students.	2021-2023	Principal Director of Marketing and Enrolments

Around the School

Action	Deliverable	Timeline	Responsibility
3. Cultural Competence for Staff	3.1 Support professional learning opportunities for staff to promote competence, awareness and understanding of Aboriginal and Torres Strait Islander people history, culture and traditions.	2021-2023	RAP Committee Director of Professional Learning
	3.2 Establish compulsory online training modules for staff to promote competence, awareness and understanding of Aboriginal and Torres Strait Islander people history, culture and traditions to facilitate the development of engaging, authentic and relevant learning experiences.	2021-2023	RAP Committee Director of Professional Learning
4. Reconciliation Projects	4.1 Promote and support projects designed to foster a shared understanding of Aboriginal and Torres Strait Islander People history, culture and traditions.	2021-2023	RAP Committee Leaders of Learning

With the Community

Action	Deliverable	Timeline	Responsibility
5. Welcome to Country	5.1 Commence all gatherings of the community with Welcome to Country.	2021	All Staff
6. Celebrate National Reconciliation Week	6.1 Celebrate National Reconciliation Week annually across the community and in classrooms through rich and engaging experiences.	2021-2023	RAP Committee
	6.2 Acknowledgement of NAIDOC week in the classroom.	2021-2023	RAP Committee
7. Build Relationships with Community including Aboriginal and Torres Strait Islander Representation on Committees	7.1 Broaden the membership of the RAP Committee to include local Aboriginal and Torres Strait Islander people.	2021	Principal
	7.2 Look to recruit a representative from the local Aboriginal and Torres Strait Islander community onto the College Advisory Council.	2022	Principal College Advisory Council Chair
8. Create Stakeholder List	8.1 Establish a list of key stakeholders that support the school in its endeavours associated with Aboriginal and Torres Strait Islander reconciliation.	2021	RAP Committee
9. Cultural Competence for Students	9.1 Teaching students about culturally aware attitudes and behaviours more generally is an important step towards developing rich and responsive programming focused on engaging with Aboriginal and Torres Strait Islander culture, people and community.	2022	Director of Teaching and Learning Leaders of Learning

Respect

In the classroom

Action	Deliverable	Timeline	Responsibility
10. Teach about Reconciliation	10.1 Develop curriculum content across Key Learning Areas that provide opportunities to raise awareness regarding days of national significance.	2021	Director of Teaching and Learning Leaders of Learning
11. Explore Current Affairs and Issues	11.1 Develop teaching resources that embed topics such as the Adam Goodes Story, Stan Grant speech and the Black Lives Matter movement in an Aboriginal context, into the curriculum.	2021-2023	Director of Teaching and Learning Leaders of Learning

Around the School

Action	Deliverable	Timeline	Responsibility
12. Acknowledgment of Country	12.1 Ensure that the Acknowledgement of Country is presented at all community gatherings.	2021	All Leaders
13. Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures	13.1 Look for further opportunities to visibly demonstrate respect for Aboriginal and Torres Strait Islander Cultures throughout the College.	2021-2023	Principal Deputy Principal Director of Pastoral Care
	13.2 Ensure that the Aboriginal and Torres Strait Islander flags are raised each morning.		
	13.3 Naming of the College Wellness Centre with an Aboriginal title.		
	13.4 Aboriginal Crosses placed in Pastoral Care Offices.		

Around the School

14. Recognise and Respect Rights	14.1 Prayers and reflections on the theme of Reconciliation in class at assemblies, in staff meetings and community celebrations.	2021-2023	Director of Mission and Identity
15. Care for Country	15.1 Invite the Darkunjung Land Council to deliver talks on Land Management.	2021	RAP Committee

With the Community

Action	Deliverable	Timeline	Responsibility
16. Celebrate Days of National Significance	16.1 Conduct formal celebrations and acknowledgement of key days of significance across the school eg: NAIDOC Week, National Sorry Day, Reconciliation Week.	2021	Principal Deputy Principal Director of Mission and Identity
	16.2 Establish and deliver structured lessons to inform students of the details behind the significance of these days.		
17. Aboriginal Torres Strait Islander Flags	17.1 Aboriginal and Torres Strait Islands Flag raised each morning on the school flagpole.	2021-Continuing	Director of Pastoral Care
18. RAP Launch	18.1 Establish in conjunction with the RAP Committee a ceremony to launch the Reconciliation Action Plan to align with the opening of the Wellness Centre.	2021	Principal
19. Take Action against Racism	19.1 Develop a Racism Policy to be shared with staff, students and parents.	2021-2023	RAP Committee
	19.2 Episodes on SECTV, developed by students that raise awareness about racism within society.		

Opportunities

In the classroom

Action	Deliverable	Timeline	Responsibility
20. Curriculum Planning	20.1 Complete a Curriculum Mapping exercise to identify areas across the curriculum to explicitly teach about reconciliation.	2021	Director of Teaching and Learning Leaders of Learning
21. Australian Professional Standards for Teachers – School Specific	21.1 Provide ongoing professional learning to support teachers in meeting the Australian Professional Standards for teachers.	2021-2023	Director of Teaching and Learning Leaders of Learning

Around the School

Action	Deliverable	Timeline	Responsibility
22. Inclusive Policies	22.1 Assess appropriate policies to ensure inclusivity of Aboriginal and Torres Strait Islander People eg: enrolment policy, employment policy, scholarship program.	2021-2022	Principal Director of Marketing and Enrolments
23. Staff Engagement with RAP	23.1 Organisation of the launch of the RAP.	2021	Principal Director of Professional Learning
	23.2 Staff professional learning associated with engagement in the RAP.	2021-2023	
24. RAP Budget Allocation	24.1 Analysis of staffing and a teacher role description with a view to introduce a permanent full time Aboriginal Education Teacher.	2021-2023	Principal
	24.2 Budget allocation for RAP activities e.g., Reconciliation Week, parent information night, NAIDOC week, Staff PD and others.		Business Manager

With the Community

Action	Deliverable	Timeline	Responsibility
25. Local Sites, Events and Excursions	25.1 Continue to offer existing opportunities for learning experiences in Aboriginal Culture, Language and Traditions.	2021	Leader of Social Justice Leaders of Learning Leader of Social Justice
	25.2 Continue to explore further opportunities to introduce additional learning experiences in Aboriginal Culture, Language and Traditions.	2021-2023	Leaders of Learning
	25.3 Embed a component of Aboriginal Culture, Language and Traditions into the College Outdoor Education program.	2021-2022	Director of Pastoral Care Pastoral Leaders
26. Employment Strategy	26.1 Continue to promote St Edward's College as an Equal Opportunity Employer ensuring that Aboriginal and Torres Strait Islander people are encouraged to apply.	2021-2023	Principal
	26.2 Analysis of staffing and a teacher role description with a view to introduce a permanent full time Aboriginal Education Teacher.	2021-2023	Principal
27. Celebrate RAP Progress	27.1 RAP Committee to identify ways in which to celebrate achievements in alignment with the RAP, within and outside the St Edward's community. e.g., articles in the Touchstones newsletter, College Yearbook.	2021-2023	RAP Committee
28. Support Aboriginal and Torres Strait Islander Owned Businesses	28.1 Recognition of Darkunjung Language names of places and signs around the College.	2022-2023	RAP Committee
	28.2 Immersion experiences, excursions, incursions, Staff Spirituality Day, Reconciliation Week, NAIDOC Week, Founders Day.		



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