

NAKRA GUNNA WALI

RECONCILIATION ACTION PLAN

St Joseph's Catholic Primary School
October 2025 to October 2026



CONTENTS

Vision for Reconciliation

The Working Group

Reconciliation Action Plan (RAP) Actions

[Relationships](#)

[Respect](#)

[Opportunities](#)

VISION FOR RECONCILIATION

The community of St. Josephs Bardon acknowledge that we live and work on the Lands of the Turrbal Peoples and that our position, as a place of learning, is central in furthering the process of reconciliation and creating a hopeful, truthful and just future for all Australians.

To genuinely be a place and people of reconciliation, we acknowledge that this involves listening, dialogue, understanding, and commitment.

We are committed to:

Building staff awareness of the histories, challenges and issues from colonisation that continue to impact Aboriginal and Torres Strait Islander peoples.

Respectfully embedding Aboriginal and Torres Strait Islander perspectives in our curriculum.

Acknowledging the Traditional Owners of this Country.

Being role models of reconciliation and aware of issues that surround reconciliation.

Maintaining inclusive policies.

As a Franciscan community, we aspire to be people who act in service of others, who affirm the unique worth of each person, who show reverence for all creation, and who recognise the treasure that is Gods love in each and every person.

ACKNOWLEDGEMENT OF COUNTRY

With humility, care and respect we would like to acknowledge that our school, St Josephs, is the Traditional Lands of the Turrbal people and pay our respects to Elders past, present and emerging, for they hold the memories, the traditions, the culture and hopes of Aboriginal and Torres Strait Islander peoples.

We must always remember that under the concrete and asphalt, this land is, was and always will be, traditional Turrbal Land.



RAP WORKING GROUP

Name	Position
Cecilia De Aguiar	Staff (teaching)
Anthony McGibbon	Staff (teaching)
Michael Stokes	Principal / Director
Erin Dougherty	Staff (Indigenous Education Worker)
Emily Habershon	Parent/carer
Heidi Olsen	Parent/carer
Katie Gordon	Staff (teaching)
Carol Seagar	Staff (teaching)

RELATIONSHIPS



IN THE CLASSROOM

RAP ACTIONS

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.



RELATIONSHIPS AROUND THE SCHOOL



RAP ACTIONS	COMMITMENT
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.



RELATIONSHIPS WITH THE COMMUNITY



RAP ACTIONS	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 the local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We respect these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander peoples and non-Indigenous staff, students, children and the community.



RESPECT IN THE CLASSROOM



RAP ACTIONS	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.



RESPECT



AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT
Acknowledgement of Country	<p>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.</p>



RESPECT WITH THE COMMUNITY



RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander Flags	Our school flies/display the Aboriginal and Torres Strait Islander flag at your school 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.
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.

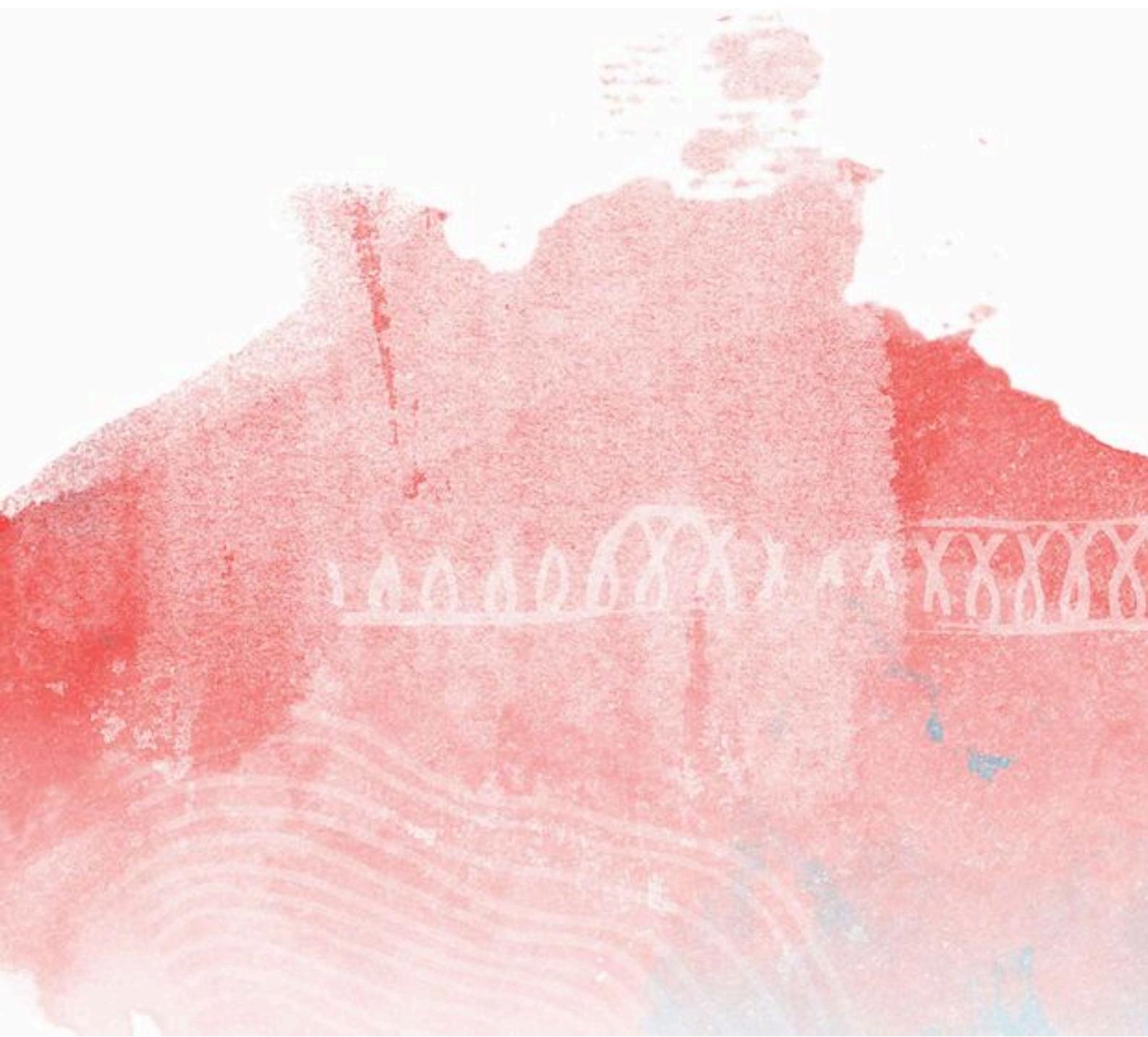


OPPORTUNITIES



IN THE CLASSROOM

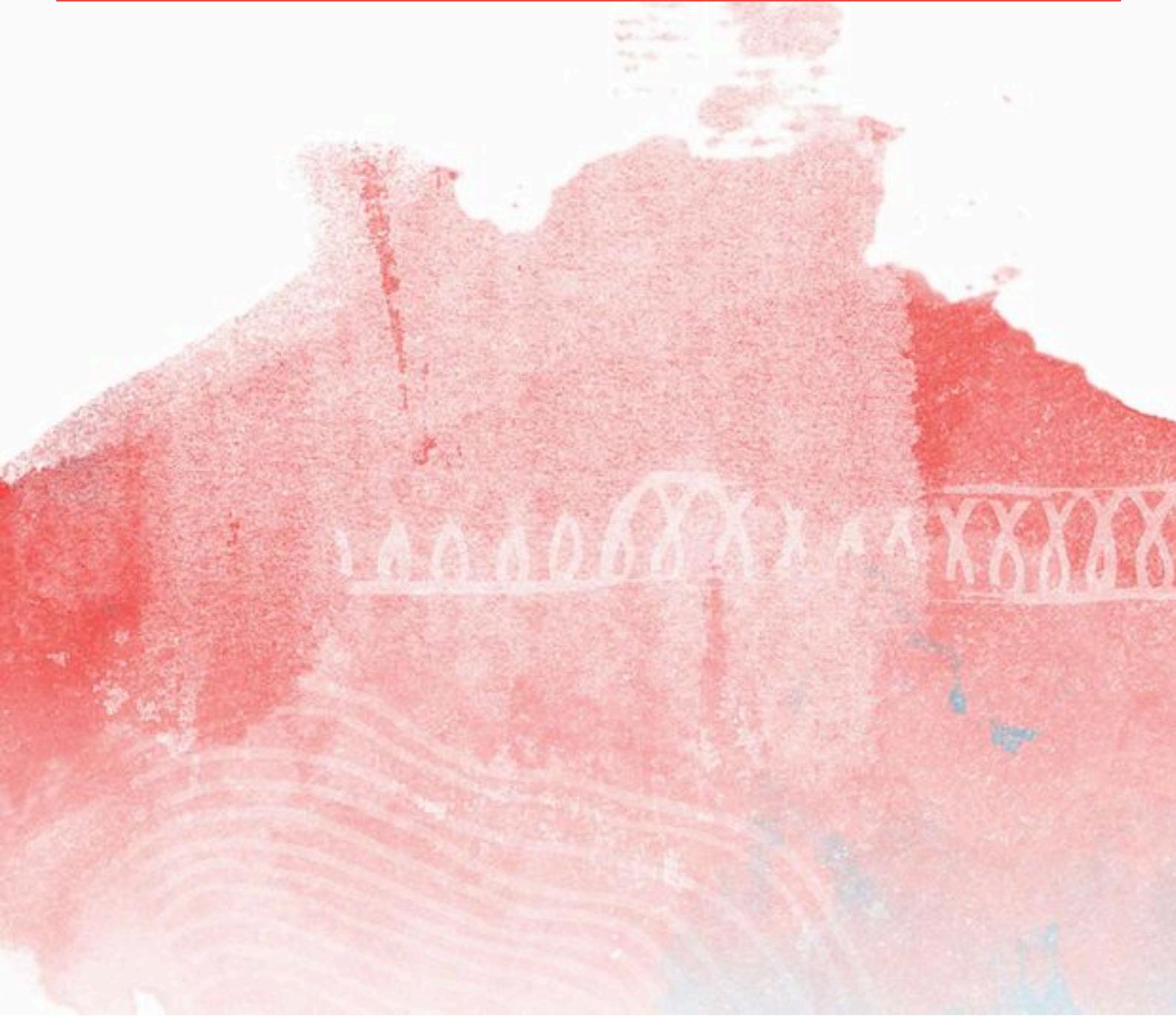
RAP ACTIONS	COMMITMENT
Curriculum Planning	Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and learning areas. We will review curriculum documents to find out where we include Aboriginal and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



OPPORTUNITIES AROUND THE SCHOOL



RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff at school 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.
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.



OPPORTUNITIES WITH THE COMMUNITY



RAP ACTIONS	COMMITMENT
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.

