

Narragunnawali
Reconciliation in Education

**NAKRA
GUNNA
WALI**

RECONCILIATION ACTION PLAN

Lismore High School

November 2022 to November 2023



RECONCILIATION
AUSTRALIA

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VISION FOR RECONCILIATION

Lismore High Campus acknowledges and values the cultural histories, heritages and traditions of the Widjabul Wiyabal people of the Bundjalung Nation and all Aboriginal and Torres Strait Islander peoples.

Our vision for reconciliation is a future where Aboriginal and Torres Strait Islander staff, children and families feel a sense of belonging and strong connections with community and Country; Aboriginal and Torres Strait Islander peoples' cultural identity is respected and they are comfortable in their surroundings; and the strengths and abilities of Aboriginal and Torres Strait Islander young people are recognised and nurtured in education and the wider community.

Through our Reconciliation Action Plan, Lismore High School's aim is for all students, staff, parents and the wider community to:

- acknowledge and recognise the contributions of Aboriginal and Torres Strait Islander peoples
- acknowledge and develop relationships between Lismore High and the Widjabul Wiyabal people of the Bundjalung Nation
- have an environment where Aboriginal and Torres Strait Islander peoples' cultures are experienced and valued by all students
- provide opportunities for Aboriginal and Torres Strait Islander students to celebrate and embrace their culture.

ACKNOWLEDGEMENT OF COUNTRY

jingeela bugal bayaan blanganmirr, gala gadii wijabal wyabal jugun gunuu, ngali ngaa naa gariimaa gala jurabil jugun gunuu, ngali ngaa naa gariimaa guuriie naa bayaan barii naa guurajbal, blanganmirr gadii gariimaa wadjee na jinangee babaa gala jurabil jugun, ngali ngaa naa gariimaa jugun gunuu.

Hello good day. This here is Wijabal Wyabal Country, we all respect and look after this sacred Country, we all respect Elders past and present. Everyone here must respect the way you talk and walk on this Country. We all respect this Country.



RAP WORKING GROUP

| Name | Position |
|-----------------------|-------------------------------------|
| Stephanie Coble-Runge | Staff (teaching) |
| Trent Graham | Other |
| Tamika Fox | Staff (Indigenous Education Worker) |
| Byron Christie | Staff (teaching) |
| Dean French | Staff (teaching) |
| Donna Magann | Staff (teaching) |
| Jo Giles | Staff (teaching) |
| Lawrence Kennedy | Staff (teaching) |
| Chris Williams | Principal / Director |
| Glen Rhodes | Staff (teaching) |
| John Paden | Staff (Indigenous Education Worker) |
| Will McElligott | Staff (Indigenous Education Worker) |



| 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. |
| 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. |

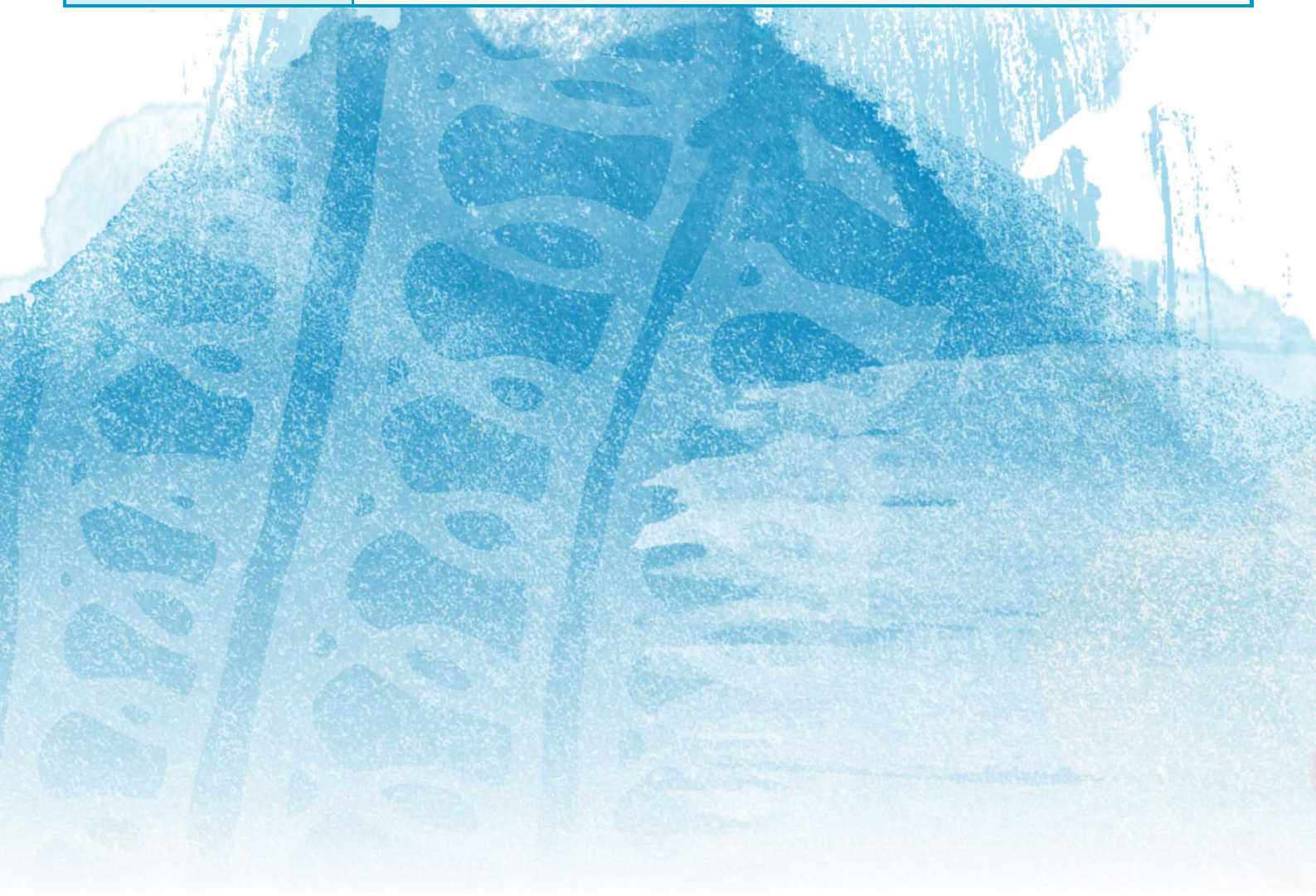




| RAP ACTIONS | COMMITMENT |
|-----------------------------------|--|
| Cultural Responsiveness for Staff | Staff are supported to reflect on and build their cultural responsiveness to improve their practice and best support the needs of Aboriginal and Torres Strait Islander students. Staff are provided with a range opportunities to build their knowledge and understanding of their own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures. |
| Reconciliation Projects | Our school 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 school 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. |



| 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 their 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 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. |





| 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. |
| 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. |
| 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 school. |



| RAP ACTIONS | COMMITMENT |
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| 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 toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community. |



| RAP ACTIONS | 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 or displays the Aboriginal and Torres Strait Islander flags 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. |
| 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 school. |

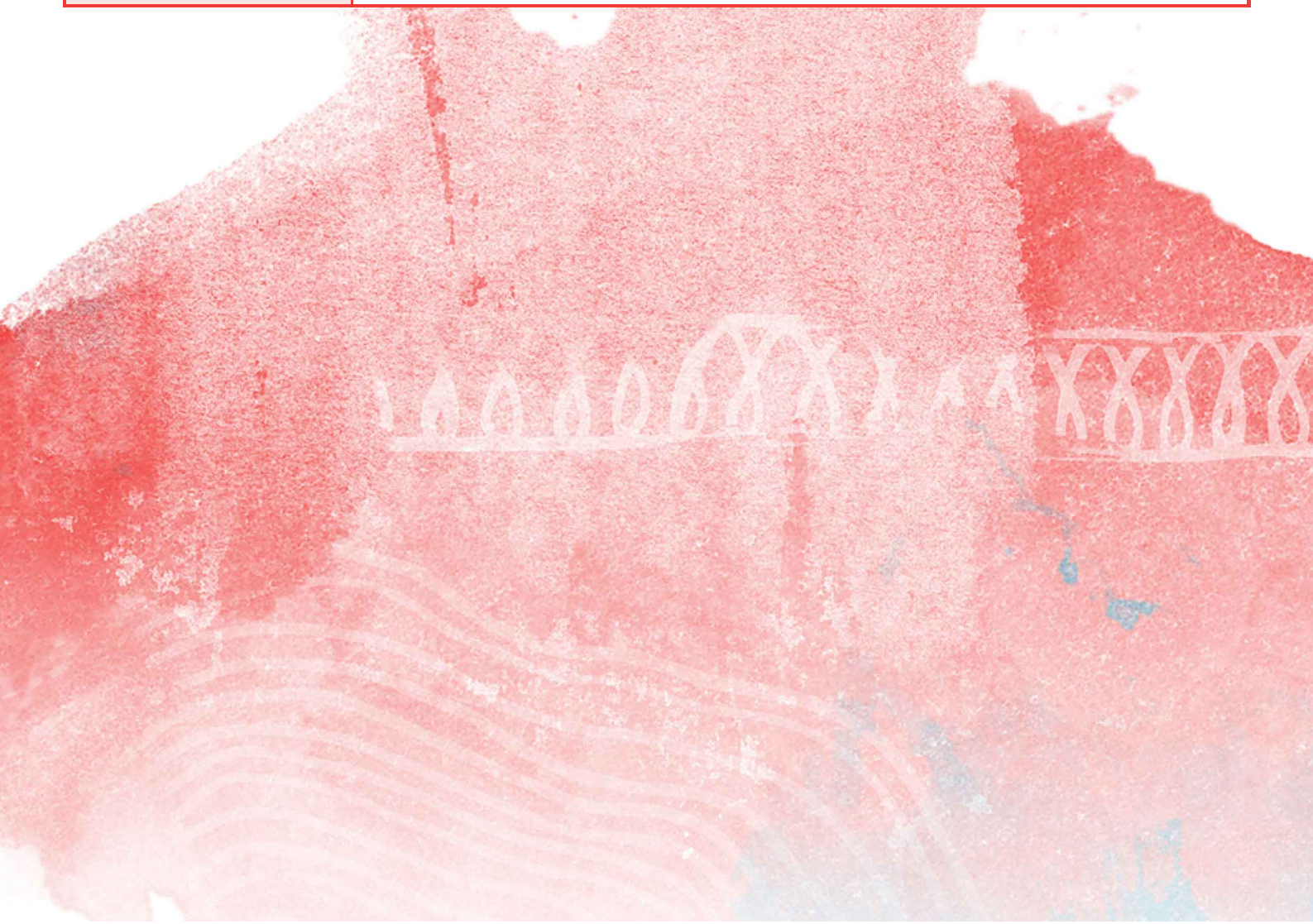


| RAP ACTIONS | COMMITMENT |
|---------------------|--|
| Curriculum Planning | Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas. Curriculum 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. |





| RAP ACTIONS | COMMITMENT |
|---------------------------|--|
| Inclusive Policies | All staff in our school 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 peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia. |
| 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. |
| 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 school. |





| RAP ACTIONS | 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. |
| 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. |

