



CORNISH
COLLEGE



Reconciliation Action Plan Cornish College



January 2022

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Cornish College's Reconciliation Action Plan was approved and published by Reconciliation Australia in August 2021. It is a living document and is continually being reviewed.

Acknowledgement of Country

We acknowledge the Traditional Owners, the Bunurong people of the Kulin Nation, as the original Custodians of this Land who have lived here for thousands of years.

We respect their relationship with the Land and are committed to caring for this place and those who come here now and in the future.

Vision For Reconciliation

Cornish College's motto is Make a Difference

For our community, this includes making a difference in the steps towards Reconciliation with the First Peoples of Australia.

Authentic Reconciliation involves acknowledging Aboriginal and Torres Strait Islander people as the Traditional Custodians of this Land and making the commitment to care for this Land and those who come here.

Reconciliation also requires us to support healing through the truth-telling and acceptance of Australia's history. This acknowledges the sustained impact of colonisation and the resulting social and cultural dispossession on Australia's First Peoples. It requires respectful engagement with their communities: learning about, embracing and celebrating their long and rich cultural history and heritage and their contributions to our society. It means standing for equality and justice, and supporting a voice for Australia's First Peoples and their path to self-determination.

We believe education is a powerful way to shape people and society.

We have a moral obligation to recognise and meaningfully embed Aboriginal and Torres Strait Islander content, histories and perspectives into our curriculum and daily practice. We must share this with the wider school community, and lead the Reconciliation process to make a difference to the lived experience of Australia's First Peoples.

Our Rings of Sustainability represent our philosophy of sustainable thinking and action, and support walking the path of Reconciliation and learning from Australia's First Peoples. We honour Australia's Traditional Custodians through our sustainable thought and action, to ensure people, cultures, cities and our natural environment work in balance for a sustainable future in which everyone can share.

Our Team

Reconciliation Action Plan

Working Group

NAME	POSITION
Julia Batiste	Staff (teaching)
Louise Connolly	Staff (teaching)
Claire Dawe	Community member
Nicola Forrest	Principal
Samantha Kenney	Parent/carers
Karen Khoury	Staff (non-teaching)
Beck McPhail	Staff (teaching)
Drew Meede	Staff (teaching)
Samantha Millar	Staff (teaching)
Camm Myrtle	Parent/carers
Kasia O'Shea	Parent/carers
Alexandra Parrington	Staff (teaching)
Kylie Philippe	Parent/carers
Jeanette Russell	Staff (teaching)
Natasha Tikhomirova	Staff (non-teaching)
Lily Turner	Student

Support Network

NAME	ROLE
Paul Cooper	Audio Visual Technician (non-teaching)
Dennis Freeman	Community Relations Manager (non-teaching)
Bex Hinton	Staff (teaching)
Natasha Keetley	Staff (teaching)
Amy Miller	Staff (teaching) & Student Agency Coordinator

Our Reconciliation Action Plan

Relationships



In the Classroom

ACTION	COMMITMENT
Welcome Aboriginal and Torres Strait Islander People to the Classroom	<p>Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about their histories and cultures.</p> <p>We commit to welcoming Aboriginal and Torres Strait Islander people as guests into our classrooms, so they can work alongside our students in learning.</p>



Around the School

ACTION	COMMITMENT
Support Cultural Competence for Staff	<p>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.</p> <p>We commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that will assist them on their own journey of understanding.</p>
Actively collaborate on Reconciliation Projects	<p>Our school will collaborate on projects that visibly and authentically embed Aboriginal and Torres Strait Islander histories and cultures in our learning programs and the physical environment.</p> <p>Through this collaboration across the school and within the community, we commit to creating an environment where young people, staff and community members acknowledge, respect and experience connection to the First Australians.</p>

Relationships



With the Community

ACTION	COMMITMENT
Welcome to Country	<p>Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years.</p> <p>We recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Custodians of their Land by incorporating Welcome to Country protocols into formal events and important occasions at our school.</p>
Celebrate National Reconciliation Week	<p>National Reconciliation Week 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.</p> <p>Our school community celebrates National Reconciliation Week from 27 May to 3 June each year by talking about Reconciliation in the classroom and throughout the school, and by celebrating with the community.</p>
Build Relationships with Community	<p>We commit to building relationships with our local Aboriginal and Torres Strait Islander communities built on mutual respect, trust and inclusiveness.</p> <p>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.</p>

Respect



In the Classroom

ACTION	COMMITMENT
Teach about Reconciliation	<p>Understanding the concept, history and progress of Reconciliation is an important part of continuing the Reconciliation journey.</p> <p>Our school community commit to ongoing learning about Reconciliation in Australia, as this helps to strengthen engagement with our school's Reconciliation Action Plan by positioning it within the broader Australian Reconciliation story.</p>
Explore Current Affairs and Issues	<p>We commit 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.</p> <p>We will achieve this through our curriculum delivery, policies and procedures, and by integrating it into the ethos of our school.</p>

Respect



Around the School

ACTION	COMMITMENT
Make 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.</p> <p>All staff and students have the opportunity to show respect to Traditional Owners and Custodians by conducting an Acknowledgement of Country at meetings and events throughout the year.</p>
Care for Country	<p>We commit to actively connecting with, and caring for, the Country on which our school stands.</p> <p>We will respectfully learn about Aboriginal and Torres Strait Islander perspectives, philosophies and practices about caring for Country, and physically demonstrate respect for the skies, waterways and Land on which we live and learn.</p> <p>We consider First Nations perspectives as part of broader sustainability plans, policies and practices.</p> <p>Our commitment serves to reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples have had with Country since time immemorial, and provide positive opportunities for all members of our educational community to become socially and environmentally responsible citizens who display a growing awareness of the importance of First Nations land management and sustainability.</p>

Respect



With the Community

ACTION	COMMITMENT
Display of Aboriginal and Torres Strait Islander Flags	<p>Flying or displaying the flags of the Aboriginal and Torres Strait Islander Peoples promotes a sense of community partnership and commitment towards Reconciliation.</p> <p>Our school flies or displays the flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples.</p>
Physical Acknowledgement of Country	<p>We proudly commit to displaying a physical Acknowledgement of Country to show awareness of, and respect for, the Aboriginal and Torres Strait Islander Traditional Owners and Custodians of the land on which our school is located.</p>
Take Action Against Racism	<p>Racism can have serious negative consequences for the people who experience it, for those who witness it, and for wider society.</p> <p>When racism is properly understood it is easier to overcome.</p> <p>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.</p>

Opportunities



In the Classroom

ACTION	COMMITMENT
Embed Culture in Curriculum Planning	<p>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.</p> <p>We have a plan to audit curriculum documents to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to find opportunities for strengthening the representation of this content in our curriculum.</p>

Opportunities



Around the School

ACTION	COMMITMENT
Implement Inclusive Policies	<p>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.</p> <p>We have a plan in place to ensure our staff comply with these policies in their daily practice.</p> <p>Our internal policies will undergo regular reviews to ensure they are inclusive of Aboriginal and Torres Strait Islander peoples and work to increase the knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.</p>
Engage Staff with the Reconciliation Action Plan	<p>A commitment from all staff to the Reconciliation Action Plan (RAP) is essential for developing a RAP that is implemented in a meaningful and sustainable way.</p> <p>All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the Working Group.</p>
Reconciliation Action Plan Budget Allocation	<p>We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our Reconciliation Action Plan Actions. Staff are aware that it is important to consider remuneration for people who have been involved in the Reconciliation Action Plan initiatives, out of respect for the time and resources that they have contributed.</p>

Opportunities



Within the Community

ACTION	COMMITMENT
Celebrate Reconciliation Action Plan Progress	<p>We commit 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.</p> <p>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.</p>





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