

# ABORIGINAL LEARNING, WELLBEING AND SAFETY ACTION PLAN



## Help for non-English speakers

If you need help to understand the information in this policy, please contact the school office.

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*Note: Throughout this document the term Koorie or Aboriginal is used to refer to both Aboriginal and Torres Strait Islander.*

Richmond West Primary School embraces the vision of the [Marrung Aboriginal Education Plan](#) and celebrates the culture, knowledge and experiences of First Nations Peoples. We are committed to creating and maintaining a school environment that empowers Koorie students to feel valued, respected and culturally strong.

Our school has a number of measures in place to ensure our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below.

## Establishing a Culturally Safe Environment

At Richmond West Primary School, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected. We think about how every student can have a positive experience in a safe environment. For Aboriginal and Torres Strait Islander students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal and Torres Strait Islander students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities. Richmond West Primary School uses the [Marrung Aboriginal Education Plan 2016–2026](#) to guide the school's support for Aboriginal self-determination.

At Richmond West Primary School, we:

- equip staff, students, volunteers and the school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal and Torres Strait Islander children and students
- adopt measures to ensure racism is identified, confronted and not tolerated
- address any instances of racism within the school environment with appropriate consequences
- actively support participation and inclusion in the school by Aboriginal and Torres Strait Islander children, students and their families

Richmond West Primary School has developed the following strategies to promote cultural safety in our school community:

- begin events and meetings with a Welcome to Country or an Acknowledgement of Country as a standing agenda item. We use this as an opportunity to pause and reflect or open a discussion.
- fly the Aboriginal and Torres Strait Islander flags on school grounds.
- display plaques and signs to Acknowledge Country and Traditional Owners.
- celebrate the local Aboriginal community in communications with students, staff, volunteers and families. Share information through school newsletters, assemblies and parent information nights.
- learn more about Aboriginal histories and cultures, both locally and across Australia.

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- speak with respect and confidence about Aboriginal culture, knowledge systems and people.
- build schoolwide knowledge of Aboriginal histories, cultures, perspectives, values, skills and attitudes.

## Family and community perspectives and feedback

We actively seek participation and feedback from Koorie students, families and community by:

- acknowledging the existing knowledge of Koorie students and their families and seeking their feedback on decisions that affect them, and on how well we are meeting their needs, through initial enrolment meetings, Student Support Groups and during the development of Individual Education Plans
- working with our regional Koorie Engagement Support Officers (KESOs) for advice on how we can create a culturally inclusive learning environment and to build our capacity to provide support for individual Koorie students attending our school
- partnering with local Aboriginal groups to seek feedback and advice on existing and new actions we can take to support the diverse and unique identities and experiences of Aboriginal students and children in our community.

## Training and professional development of staff

To ensure our staff are equipped with the skills and knowledge necessary to create and maintain a positive and inclusive school environment Richmond West Primary School will:

- ensure staff participate in [Community Understanding and Safety Training \(CUST\)](#) training
- provide tailored training and professional development each year to build knowledge for specific staff based on any emerging or current areas of need
- ensure training and professional development equips teaching staff to deliver Aboriginal and Torres Strait Islander perspectives within the classroom curriculum
- support teachers to map and develop teaching and learning activities within the Victorian Curriculum priorities to enable staff to build their confidence with Aboriginal and Torres Strait Islander content and to recognise opportunities to draw upon Aboriginal pedagogies and practices within their classrooms
- ensure training and professional development equips staff with an understanding and appreciation of the strengths of Aboriginal and Torres Strait Islander culture and its importance to the wellbeing and safety of Koorie children and students.

## Curriculum and learning

Richmond West Primary School supports the development of high expectations and individualised learning for Koorie students and creates a learning environment for all students that acknowledges, respects and values Aboriginal and Torres Strait Islander cultures and identities. This includes:

- implementing the Department of Education and Training's [Koorie Education Policy](#)
- ensuring that all Koorie students have individual education plans developed in partnership with students, families, and KESOs.

## Assemblies and other school events and activities

We ensure our school events and activities acknowledge and celebrate Aboriginal and Torres Strait Islander culture by:

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- acknowledging the Country and Traditional Owners of the land on which our school is located at the start of every school assembly and meeting
- arranging Welcome to Country by local Elders at major school events such as the opening of new buildings or campuses
- arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture

## Built and digital environment

We ensure our built environment and website demonstrates an appreciation and acknowledgment of Aboriginal and Torres Strait Islander culture through:

- flying the Aboriginal and Torres Strait Islander flags on school grounds.
- displaying plaques/signs outside our main entrance that Acknowledge Country and Traditional Owners
- including an Acknowledgement of Country and Traditional Owners on our website home page

## Communication

This action plan will be communicated in the following ways:

- Available publicly on our school website and through COMPASS
- Included in staff induction processes
- Discussed at staff briefings/meetings as required
- Discussed at parent information nights/sessions
- Included in transition and enrolment packs
- Referenced at least annually in the school newsletter
- Discussed at student forums
- Made available in hard copy from school administration upon request

## Review and Approval

We recognise that our school's practices must be regularly reviewed and updated in partnership with our families and local communities. We encourage you to contact the principal with any feedback, concerns or suggestions. This action plan will be reviewed every two years and School Council consultation will also be sought if any significant changes are made.

Policy last reviewed	August 2022
Approved by	Principal
Consultation (Recommended)	School Staff/School Council August 2022
Next scheduled review date	August 2024