



Cammeray Public School

Reconciliation Action Plan 2021 - 2023

Vision for Reconciliation at Cammeray Public School

We acknowledge that Reconciliation is a journey of lifelong learning.

Our Reconciliation pathway provides an opportunity to find meaningful ways to increase respect, reduce prejudice and strengthen relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples. We want these values to be deeply embedded in our learning across all school contexts and curriculum areas. Narragunnawali (pronounced narra-gunna-wally) is a word from the language of the Ngunnawal people meaning peace, alive, wellbeing and coming together. By raising the profile of Indigenous people we wish to value the country, heritage and culture of Australia, and raise high expectations for all.

Education and social awareness of Aboriginal and Torres Strait Islander people and culture for all stakeholders, is reinforced through our school core values of Respect Responsibility and Personal Best.

We aim to provide an environment that will support and empower our Aboriginal Torres Strait Islander students to ensure success while acknowledging the unique richness of Aboriginal Torres Strait Islander Culture and History.

Acknowledgement of Country

We acknowledge the Cammeraygal people as the traditional custodians of the land on which we live, work, learn and play. We recognise their continuing connection to Land, waters and culture. We pay respects to the Elders past, present and emerging for they hold the memories, the traditions, the culture and the hopes of Aboriginal and Torres Strait Islander people across the nation. We stand together with Aboriginal and Torres Strait Islander people of today and tomorrow. Always.





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

How Will We Do This?

- By supporting Aboriginal and Torres Strait Islander students and families to engage with school life, using the student PLP meetings as the initial invitation for engagement.
- Developing respectful relationships with Aboriginal Torres Strait Islander people and local community.
- Demonstrating a commitment to recognise Aboriginal and Torres Strait Islander Culture as the First Nations.
- Participation in events on the Aboriginal calendar such as NAIDOC Week, National Reconciliation Week, Sorry Day, Mabo Day and local events.
- Working collaboratively with Aboriginal and Torres Strait Islander organisations both locally and nationally.
- Providing access to learning and quality of learning for all students.
- Ensuring Aboriginal and Torres Strait perspectives are embedded and taught with respect, across the Australian Curriculum
- Awareness of social and cultural needs and issues, both at national and local levels.
- Valuing Aboriginal and Torres Strait people through involvement at Cammeray Primary School, having annual staff development around Aboriginal Education.

Our School

At Cammeray School our vision is to create a safe and caring learning environment where the individual child is challenged to succeed and aspire to excellence. This is achieved through a continued focus on quality teaching and learning in all curriculum areas and an emphasis on student wellbeing.

The school is located close to the CBD of Sydney in an attractive residential area. This has resulted in a significant increase in enrolments, leading to diverse and enriched opportunities for students. This diversity includes an outstanding band program and opportunities in choir, recorder, visual arts and dance programs. Support and extension programs are coordinated by specialist teachers. Strong programs exist in sport, debating, chess, robotics, public speaking and languages.

Playground space has been managed in a creative and innovative way; challenging our school and community in planning, building and maintaining environmental wetlands, vegetable gardens, playing fields, adventure areas and play gym equipment. The active involvement of parents has resulted in the creation of strong partnerships and the development of exciting programs and projects.



Cammeray Public School

Reconciliation Action Plan 2021 - 2023

Cammeray Public School School Reconciliation Action Plan 2021

Cammeray Public School Reconciliation Action Plan is developed in consultation with Cammeray PS Aboriginal parents and local community members and the schools Aboriginal Education, Inclusivity & Diversity Teams.

To promote Reconciliation, we wanted to develop a RAP that demonstrates our commitment to Reconciliation and to our school's core values of Respect Responsibility and Personal Best.

We acknowledge that Cammeray Public School exists on Cammeraygal Land and it is important to include Aboriginal Culture and History in our school environment to foster greater understanding, awareness and deeper, meaningful relationships with the Aboriginal Community.

Connections & Relationships

Making connections with Aboriginal and Torres Strait Islanders students, families and their communities can sometimes be a challenge when Cammeray PS has a small enrolment of Aboriginal /or Torres Strait Islanders attending the school.

This in no way diminishes our commitment to Reconciliation at Cammeray PS. Instead, there is an emphasis on making connections with Aboriginal and Torres Strait Islander people in the wider community as well as adequately educating staff on the impact of social isolation for our families.

Cammeray Public School recognises the importance of positive relationships as an integral part of building awareness of Aboriginal and Torres Strait Islander culture, essentially creating an engaging, fulfilling and meaningful learning experience for all students.

Cammeray Public School acknowledges that we are on Cammeraygal land and that the Cammeraygal people are the traditional custodians of the land, and together we can produce a strong partnership that reinforces our vision of Reconciliation.

We invite our Aboriginal and Torres Strait Islander parents to participate in whole school activities during Reconciliation week to foster positive and productive outcomes for all students and families.





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

RECONCILIATION ACTIONS

RELATIONSHIPS

in the classroom

Aboriginal and Torres Strait Islander People in the Classroom

Opportunity for Aboriginal and Torres Strait Islander Students and Children

around our school

Aboriginal and Torres Strait Islander Representation on Committees

Elders and Traditional Owners Share Histories and Cultures

Cultural Competence for Staff

Reconciliation Projects

with our community

Welcome to Country

Celebrate National Reconciliation Week

Create Stakeholder List

Build Relationships with Community

Cultural Competence for Students and Children

OPPORTUNITIES

in the classroom

Embed Cross - curriculum Priorities

- School Specific

Curriculum Planning

Australian Professional Standards for Teachers

- School Specific

around our school

Inclusive Policies

Staff Engagement with RAP

RAP Budget Allocation

with our community

Local Sites, Events and Excursions

Celebrate RAP Progress

Support Aboriginal and Torres Strait Islander Owned Businesses

Aboriginal and Torres Strait Islander Languages

RESPECT

in the classroom

Teach about Reconciliation

Teach about Days of National Significance

Explore Current Affairs and Issues

around our school

Acknowledgement of Country

Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures

Recognise and Respect Rights

Care for Country

with our community

Celebrate Days of National Significance

Aboriginal and Torres Strait Islander Flags

Physical Acknowledgement of Country

Take Action Against Racism





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

RELATIONSHIPS around our school

RAP Action

Aboriginal and Torres Strait Islander Representation on Committees

Our Commitment

We commit to inviting Aboriginal and Torres Strait Islander staff, parents/carers and community members to be active representatives on our school's committees. We commit to ensuring Aboriginal and Torres Strait Islander perspectives inform decision making processes by respecting the experiences and knowledge that Aboriginal and Torres Strait Islander peoples can bring to our committees.

RAP Action

Elders and Traditional Owners Share Histories and Cultures

Our Commitment

We are committed to forging a meaningful and ongoing relationship with local Aboriginal and Torres Strait Islander Elders, and people recognised in their community as Traditional Owners. We hope this relationship can be of mutual benefit, and that our local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.

RAP Action

Cultural Competence for Staff

Our Commitment

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. We also commit to supporting staff to independently seek out and participate in a variety of cultural awareness experiences that assist them on their own journey of understanding.

RAP Action

Reconciliation Projects

Our Commitment

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.



Cammeray Public School

Reconciliation Action Plan 2021 - 2023

RELATIONSHIPS with our community

RAP Action

Welcome to Country

Our Commitment

Where appropriate, significant events at our school commence with 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.

RAP Action

Celebrate National Reconciliation Week

Our Commitment

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.

RAP Action

Create Stakeholder List

Our Commitment

We will develop and maintain a stakeholder list that reflects our current and future working relationships with members of the community who are committed to working collaboratively to drive Reconciliation initiatives

RAP Action

Build Relationships with Community

Our Commitment

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 Action

Cultural Competence for Students and Children

Our Commitment

We will develop our everyday program to ensure it provides children and students with explicit opportunities to build their knowledge and understanding of Aboriginal and Torres Strait Islander cultures, within and beyond the classroom. This commitment extends to the inclusion of cultural competence principles, fostered in teachers and educators, in the ethos of our classrooms and across our school.



Cammeray Public School

Reconciliation Action Plan 2021 - 2023

RESPECT in the classroom

RAP Action

Teach about Reconciliation

Our Commitment

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.

RAP Action

Teach about Days of National Significance

Our Commitment

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.

RAP Action

Explore Current Affairs and Issues

Our Commitment

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.





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

RESPECT around our school

RAP Action

Acknowledgement of Country

Our Commitment

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.

RAP Action

Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures

Our Commitment

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 Action

Recognise and Respect Rights

Our Commitment

We are committed to recognising and respecting Aboriginal and Torres Strait Islander peoples' rights under the United Nations Universal Declaration of Human Rights and the Declaration on the Rights of Indigenous Peoples. We acknowledge that working within the frameworks of both declarations is important to reducing discrimination and promoting equality and equity in the educational and wider community.

RAP Action

Care for Country

Our Commitment

We commit to actively connecting with, and caring for, the Country/place on which our school stands; Cammeraygal Country. This involves respectfully learning about Aboriginal and Torres Strait Islander perspectives, philosophies and practices about caring for Country / place, as well as physically demonstrating respect for the skies, waterways and Land on which we live, learn and play. We will consider First Nations perspectives as part of broader sustainability plans, policies and practices. This will reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples have continued to have with Country/place, as well as 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.



Cammeray Public School

Reconciliation Action Plan 2021 - 2023

RESPECT with our community

RAP Action

Celebrate Days of National Significance

Our Commitment

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.

RAP Action

Aboriginal and Torres Strait Islander Flags

Our Commitment

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.

RAP Action

Physical Acknowledgement of Country

Our Commitment

Our school proudly commits to displaying a physical Acknowledgement of Country as a way of showing awareness of, and respect for, the Aboriginal or Torres Strait Islander Traditional Owners and Custodians of the land on which our school is located.

RAP Action

Take Action Against Racism

Our Commitment

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.





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

OPPORTUNITIES in the classroom

RAP Action

Embed Cross - curriculum Priorities - School Specific

Our Commitment

All staff from across the school are supported to understand and embed the Australian Curriculum cross - curriculum priority Aboriginal and Torres Strait Islander Histories and Cultures in the curriculum. The cross - curriculum priority is considered in the development of units, lesson plans and resources in all learning areas and across all year levels.

RAP Action

Curriculum Planning

Our Commitment

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 Action

Australian Professional Standards for Teachers - School Specific

Our Commitment

All teachers are supported to understand and meaningfully engage with the Australian Professional Standards for Teachers, specifically Focus Area 2.4: 'Understand and respect Aboriginal and Torres Strait Islander people to promote reconciliation between Indigenous and non-Indigenous Australians'.





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

OPPORTUNITIES around our school

RAP Action

Inclusive Policies

Our Commitment

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.

RAP Action

Staff Engagement with RAP

Our Commitment

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 and supported by the Principal.

RAP Action

RAP Budget Allocation

Our Commitment

We have set aside dedicated funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions. Staff are aware that it is important to consider remuneration for people who have been involved in RAP initiatives out of respect for the time and resources that they have contributed.





Cammeray Public School

Reconciliation Action Plan 2021 - 2023

OPPORTUNITIES with our community

RAP Action

Local Sites, Events and Excursions

Our Commitment

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

RAP Action

Celebrate RAP Progress

Our Commitment

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

RAP Action

Support Aboriginal and Torres Strait Islander Owned Businesses

Our Commitment

We promote supplier diversity and support Aboriginal and Torres Strait Islander owned businesses and their employees through the procurement of goods and services related to our RAP, as well as our general business. We maintain a list of local, regional, state based and national Aboriginal and Torres Strait Islander owned businesses to accompany procurement policies and procedures.

RAP Action

Aboriginal and Torres Strait Islander Languages

Our Commitment

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.

