



# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### Vision for Reconciliation at Cammeray Public School

We acknowledge that Reconciliation is a journey of lifelong learning.

Our Reconciliation journey provides an opportunity to find meaningful ways to develop and increase respect, reduce prejudice and strengthen relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples. It is our role as educators to strive to increase our own personal knowledge and relationships and to ensure we help in this development of our students. We expect these values to be deeply embedded in our learning across all school contexts, curriculum and learning areas.

The word Ngara (pronounced nah-ra) is a word widely recognised by the Aboriginal People of the Sydney basin (The Sydney Language) meaning to listen, hear and think.

As a place of learning, we are committed to raising the profile of Indigenous people as we learn to care for and value the country, heritage and culture of Australia and work to 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 and staff, and to ensure success while acknowledging the unique richness of Aboriginal Torres Strait Islander Culture and History. As a staff, we understand that Aboriginal Education is everyone's business.





# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### Acknowledgement of Country

Warimi,

We acknowledge the Cammeraygal people as the traditional owners of the land on which we teach. We respect the learning that has taken place on this land for tens of thousands of years before now and we will continue to share this knowledge on our own learning journey.

Aboriginal culture is enriched by oral history and storytelling, passed from one generation to the next. The sharing of stories is important to keep the knowledge and culture alive.

As the currents flow, so too does our knowledge from generation to generation.

We value and draw from Cammeraygal people's culture, language, and harmonious relationship with the environment.

We are grateful for the precious land on which our school stands – which connects us all to the cultural significance of this Country. We are thankful for this special place that cares for and nurtures our totems: Gudugulung, Burra, Baruwal and Daringyan.

We promise to protect all of nature's gifts within our school environment, from the brush turkey that roams our grounds to the eucalypts that shade our playing fields.

We acknowledge the continuing ancient culture that has existed here for tens of thousands of years and we promise to work together to enrich the lives of all Australians.

Yanu

### How Will We Do This?

- 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
- Participating 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 quality teaching and authentic learning for all students through the utilisation of our extensive library collection of Aboriginal and Torres Strait Islander books





# Camberay Public School

## Reconciliation Action Plan 2021 - 2026

- Ensuring Aboriginal and Torres Strait perspectives are embedded and taught with respect, across the Australian Curriculum
- Being aware of social and cultural needs and issues, both at national and local levels
- Having annual staff development around Aboriginal Education
- Valuing Aboriginal and Torres Strait people by inviting their involvement at Cammeray Primary School.

### 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 sits on Cammeraygal Country and is located close to the CBD of Sydney in an attractive residential area. We offer diverse and enriched opportunities for students. This diversity includes an outstanding band program and opportunities in choir, visual arts and dance programs. Strong programs exist in sport, debating, chess, robotics and public speaking.

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.





# Camberay Public School

## Reconciliation Action Plan 2021 - 2026

### Development of the Cammeray Public School School Reconciliation Action Plan 2024 - 2026

Camberay Public School has developed this Reconciliation Action Plan in consultation with Aboriginal parents and local community members, and the schools Aboriginal Education, Inclusivity & Diversity Teams, senior members of the Student Representative Council and with the support of the Ryde Cammeray Local Aboriginal Education Consultative Group (AECG).

To promote Reconciliation, we continue to develop a RAP that demonstrates our commitment to Aboriginal and Torres Strait Islander peoples, culture and histories and our ongoing commitment to learning through education and best practice. Reconciliation is directly linked to our school's core values of Respect, Responsibility and Personal Best. Teaching, learning and knowing the Country that we learn and play on and belong to, and understanding the history that runs rich beneath our feet, allows us the opportunity to continue to develop this caring for Country with students and staff.

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

*We are learning and playing on Cammeraygal Country*

### Connections & Relationships

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

This in no way diminishes our commitment to Reconciliation at Cammeray Public School. 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.

Camberay 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.

Camberay 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 community 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 - 2026

### 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 - 2026

### RELATIONSHIPS in the classroom

#### RAP Action

##### **Aboriginal and Torres Strait Islander People in the Classroom**

###### *Our Commitment*

We are committed to welcoming Aboriginal and Torres Strait Islander people into our classrooms as guests to work alongside our students in learning activities throughout the year, not just on significant days. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.

#### RAP Action

##### **Opportunity for Aboriginal and Torres Strait Islander Students and Children**

###### *Our Commitment*

We commit to providing opportunities for our Aboriginal and Torres Strait Islander students and children to celebrate their cultural identities throughout the year. These opportunities positively impact the well-being 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. Each year we invite families to review the learning and opportunities for their children with the support of mandatory Personalised Learning Pathways documentation. Goals are identified collaboratively and are monitored and reviewed throughout the year.

### 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 histories and culture 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 and students.



# Cammeray Public School

## Reconciliation Action Plan 2021 - 2024

### **RAP Action**

#### **Cultural Competence for Staff**

##### *Our Commitment*

We continue to reflect annually on the 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. We ensure that all staff are up to date with the required, mandatory training.

### **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 with local and wider Aboriginal and Torres Strait Islander peoples and communities.

## **RESPECT in the classroom**

### **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.



# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### 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 underpinned by mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islanders and non-Indigenous staff, students, children and community members.

### RAP Action

#### Cultural Competence for Students and Children

##### *Our Commitment*

We will develop our everyday teaching and learning programs to ensure they provide students and children 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 by teachers and educators, in the ethos of our classrooms and across our school.

## 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. We are committed to embedding this into the curriculum K-6 and this teaching and learning will be supported through the use of quality texts.







# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### **RAP Action**

#### **Teach about Days of National Significance**

##### *Our Commitment*

We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples into our calendars and 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.

### **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 special events throughout the year. At the beginning of a new school year, each class writes their own Acknowledgement of Country to display in their classroom.

### **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, while welcoming our community into a safe, inclusive environment. Our Aboriginal art pieces are proudly displayed throughout the school, right from the front office.



# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### **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 reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples continue 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 Aboriginal land management, biodiversity and sustainability.

## **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 histories 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 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 the flags each day promotes a sense of community partnership and displays our commitment toward reconciliation.



# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### RAP Action

#### Physical Acknowledgement of Country

##### *Our Commitment*

Our school proudly displays physical Acknowledgements of Country as a way of showing awareness of, and respect for, the First Nations People. These physical Acknowledgements take the form of art, language, native flora and fauna, staff sport shirts, sport house totems and flags. The ongoing partnership with renowned local Aboriginal artist, Aunty Bibi, has facilitated our journey of connecting students, staff and parents to Country. This focused on sharing the songline of the identified sea totems and understanding art symbols used to convey meaning. We embrace this wealth of knowledge and move forward with greater confidence in continuing to learn the importance of cultural mapping of Country.

### 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. This commitment is supported by the work of our Anti-Racism Contact Officer (ARCO).

### OPPORTUNITIES in the classroom

#### RAP Action

##### Embed Cross-Curriculum Priorities - School Specific

##### *Our Commitment*

All teaching staff 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. Staff have time throughout the year to work with grade/ stage groups to ensure these are authentically and consistently embedded in programming. These programs are linked directly to Aboriginal and Torres Strait Islander texts held in our Library.







# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### 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 are regularly 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'.



## 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 are continually being updated 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 are involved annually in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the Principal.



# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### 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. The Principal is aware that it is important to consider remuneration for people who have been actively involved in RAP development and initiatives out of respect for the time and resources that they have contributed.

### OPPORTUNITIES with our community

### RAP Action

#### Local Sites, Events and Excursions

##### *Our Commitment*

We commit to continue learning about Aboriginal and Torres Strait Islander histories, cultures and contributions, and about 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. We commit to have each grade/stage undertake an annual excursion which includes Aboriginal and Torres Strait Islander histories and cultures.

### RAP Action

#### Celebrate RAP Progress

##### *Our Commitment*

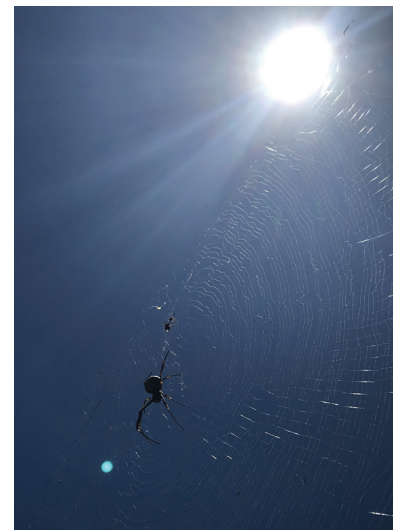
We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future. The RAP will be introduced to new staff and re-visited with all staff at relevant PD opportunities.

### 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.







# Cammeray Public School

## Reconciliation Action Plan 2021 - 2026

### RAP Action

#### Aboriginal and Torres Strait Islander Languages

##### *Our Commitment*

We commit to providing students with a deep 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 with opportunities to learn – or learn about – the First Language of their local area. We understand that our school sits on contested Country and that history and language is not clear cut, however we will continue to support this knowledge and understanding across the broader school and community.

