



STUARTHOLME SCHOOL

# Reconciliation Action Plan

RELATIONSHIPS – RESPECT – OPPORTUNITY





As a community of the Sacred Heart, we acknowledge the traditional custodians of the land we live and learn on, Meanjin. We pay our respects to the Elders, past and present, and recognise their continuing connection and contribution to this land.



## Foreword

It is with immense pride and a sense of purpose that we introduce to you the Stuartholme School Reconciliation Plan. As we embark on a significant journey of acknowledging the past, understanding the present, and envisioning a harmonious future for our school community.

Reconciliation is a process that demands our collective commitment, respect, and empathy. It compels us to reflect on the histories of First Nations peoples, to recognise the strength of their cultures, and to acknowledge the significance of their contributions to our nation. The Stuartholme community stands united in its dedication to fostering an environment where understanding and inclusivity flourish.

This plan has been crafted with the input of students, parents, staff, and First Nations people. It is a testament to our shared values of a Sacred Heart School community and our desire to shape a more equitable future.

Let us move ahead together, with open hearts and open minds, as we navigate the path of reconciliation and unity.



Mr Daniel Crump  
Principal



Ms Helen Spain  
Board Chair



## **Stuartholme School's Vision for Reconciliation**

As a Sacred Heart community, we are committed to raising awareness and knowledge of Aboriginal and Torres Strait Islander histories and cultures.

The purpose of the Reconciliation Action Plan (RAP) at Stuartholme School is to foster reconciliation, respect, and mutual understanding between the school community and Aboriginal and Torres Strait Islander peoples. The RAP is a formal framework that outlines the school's commitment to recognising and valuing First Nations culture, history, and contributions.

The Reconciliation Action Plan holds significant importance for Stuartholme School as it not only reflects the school's dedication to reconciliation and inclusivity but also provides a structured and purposeful approach to promoting First Nations cultural understanding, respect, and engagement within the school community.

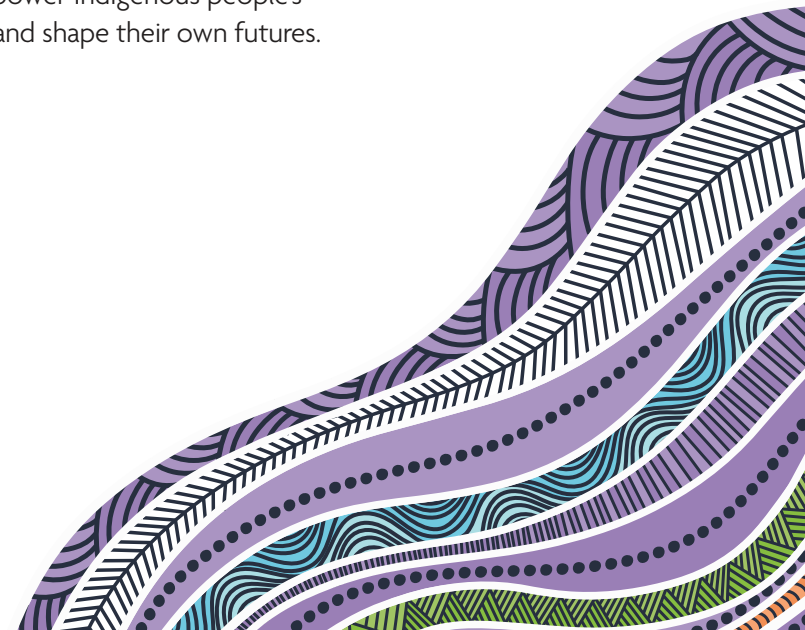
## Reflection

A Reconciliation Action Plan is vital for our First Nations students and communities as it provides a network allowing young people to have greater social interactions, reduced stress, improved productivity throughout their education, and a more positive view about the diverse and resilient society of which we are living in. This will also provide our local community with a framework that can help promote an environment that supports our First Nations Peoples whilst building a more equitable and reconciled community.

The process aims to inspire and enable all Australians to contribute to reconciliation in our country. In our school communities it is important that we explore how we can make an authentic contribution to reconciliation, build and maintain respectful relationships between Indigenous and non-Indigenous peoples, whilst developing, and acting upon innovative strategies to empower our First Nations.

Working towards reconciliation in our Stuartholme community will allow us to empower Indigenous people's children and students to make a great start and achieve their full learning potential and shape their own futures.

**Mia Ireland**, Year 9 Student (Kamilaroi woman)



# RELATIONSHIPS

## IN THE CLASSROOM

ACTION	MEASURE
Aboriginal and Torres Strait Islander Peoples in the classroom	A First Nations Indigenous Support Officer employed at Stuartholme by December 2024.
Create formal partnerships with Elders and traditional owners	Aboriginal and Torres Strait Islander Peoples to be engaged for National Reconciliation Week (NRW), and three subject areas. Key relationships will be developed with Murri Ministries.

## AROUND THE SCHOOL

ACTION	MEASURE
Cultural Competence for staff	To build the skills, knowledge and understanding of the Aboriginal and Torres Strait Islander peoples experience, particular within an education framework. Staff will also be encouraged to conduct their own development in their professional areas also. Cultural competency workshop held for all staff by the end of 2023.
Aboriginal and Torres Strait Islander represented on school committees	2 active members a year. This includes students, parents, teachers and community stakeholders represented on committees such as Parents of Stuartholme, Boarder Parent Network, curriculum department meetings and wellbeing program meetings.
Elders and Traditional Owners share histories and cultures	Our community is committed to forging and maintaining meaningful connections with local Aboriginal and Torres Strait Islander peoples and Elders. This also includes encouraging and creating safe and respectful spaces for story sharing and truth telling, in the spirit of reconciliation. A formal school Elder confirmed by the end of 2024.

## WITH THE COMMUNITY

ACTION	MEASURE
Welcome to Country	Traditional owners conduct a Welcome to Country for the following events: Opening Mass, Celebration of Excellence and NAIDOC Week. Approximately \$500 a visit.
Celebrate National Reconciliation Week	JPIC and Multicultural committee to collaborate and create activities throughout the week, including staff run workshops. The aim of these workshops will be to educate and amplify First Nations voices. Stuartholme will also attend a local NRW event, with students and staff represented.
Create a Stakeholder List	The publication of the stakeholder list with biannual reporting on RAP actions.
Build relationships with community	As reflected in the stakeholder list and representation on school committees.

# RESPECT

## IN THE CLASSROOM

ACTION	MEASURE
Teach about days of national significance	Publishing the days of national significance on a My Stuartholme First Nations page (to be created). Dates published in school calendar and student planners. Marking these days in school prayer and assemblies, whilst explaining the date connection to NRW.
Explore current affairs and issues	Curriculum delivery, co-curricular opportunities. JPIC to run 2 workshops a year to educate student population. Uluru Statement support to be shared to school social media platforms and at main and boarding reception. Social Justice coordinator in collaboration with ISO to create resources for teachers to be shared in class. These resources will also be shared with the wider community via My Stuartholme.

## AROUND THE SCHOOL

ACTION	MEASURE
Acknowledgement of Country	Three approved Stuartholme versions published to My Stuartholme for staff and students to access. Expectation within the school is established that each meeting and gathering to begin with an Acknowledgement of Country. Each house will be asked to create their own Acknowledgement of Country to be used at house meetings. Each Monday Acknowledgement of Country played as TMG bell. Acknowledgement of Country to be placed in the front of student planners from 2024. A sticker for Acknowledgement of Country will be given to each student at the beginning of 2023 for them to place on a frequently used personal item.
Visibly demonstrate respect for Aboriginal and Torres Strait Islander cultures	Local language implemented around school for native plants, directions and places. Display of Danielle Leedie Gray's artworks. The creation of a First Nations inspired artwork, incorporated into the central school grounds. QR codes on First Nations artwork that provide more information about the artist and their people. Renaming of heritage garden to reflect the dreaming of Mt Coot-tha. Incorporation of Aboriginal and Torres Strait Islander imagery in the creation of house banners.
Recognise and respect rights	Promotion of equality and equity under the United Nations Declaration of Human Rights. This includes the equality and equity session for staff through the In My Blood professional learning. Collaborate with HASS department to create rights based learning activity. Displaying and agreeing to Close The Gap initiatives at Main and Boarding reception.

## WITH THE COMMUNITY

ACTION	MEASURE
Physical Acknowledgement of Country	Stuartholme website to have an Acknowledge of Country pop up created and implemented. School social media accounts to reference traditional owners and country. Email signatures for staff to include an Acknowledgement of Country.
RAP Launch	Officially during 2023 NRW.
Aboriginal and Torres Strait Islander flags	New Aboriginal and Torres Strait Islander flags, hung at equal heights to the Australian flag.
Take action against racism	Encourage the use of Share Our Pride in classes. Join Beyond Blues the Invisible Discriminator Campaign.



# OPPORTUNITY

## IN THE CLASSROOM

ACTION	MEASURE
Curriculum Planning	Subject audit completed by December 2023.
Australian Professional Standards for teachers	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'. A PD date in 2023 to be confirmed with Jarod Costantini. This will be a collaborative effort with QCAA and cultural competency training organisations.

## AROUND THE SCHOOL

ACTION	MEASURE
Inclusive policies	Current policies to be reviewed by December 2023 for cultural and historical appropriateness. These changes are advertised and shared on My Stuartholme.
RAP budget allocation	Accounting for the maintenance of the RAP. An agreed upon amount included in each department budget from July 2023. Each department to be responsible for their initiatives. This also extends to committing to a First Nations supplier and business for a school resource and service where possible.

## WITH THE COMMUNITY

ACTION	MEASURE
Celebrate RAP progress	Staff and student reflections at collected annually to measure RAP action progress. This also includes a school wide survey. RAP updates to be included in Goals and Ethos reporting and published to the wider community in our annual yearbook. Our commitment to our RAP to be advertised on open days and action tours, including the progress.
Employment strategy	Linked to Relationships category. Additionally staff commit to two professional development opportunities focused on First Nation culture each year. Creation, implementation and summary of First Nations students, staff and parents feedback system.



## **A Journey Forward**

This artwork, is a vivid reflection of Stuartholme and its diverse departments, intertwining to form a vibrant and cohesive community. It beautifully portrays their strength, dedication, and unwavering commitment to embracing reconciliation with Australia's First Nations people.

Using a dynamic blend of colours, and symbols, "A Journey Forward" showcases the collective spirit of Stuartholme as they actively work towards creating an inclusive and harmonious environment. Each element within the artwork represents a different department, highlighting the unique contributions they bring to the collective journey. Together, they weave a powerful tapestry of collaboration, showcasing the significance of unity and mutual understanding.

This artwork serves as a testimony to the shared values of Stuartholme, celebrating the richness of diversity and promoting ongoing dialogue and engagement with Australia's First Nations communities. It is a visual reminder of the continued commitment to forge a path forward towards reconciliation and a brighter, more inclusive future.

**Danielle Leedie Gray** (Class of 2005)

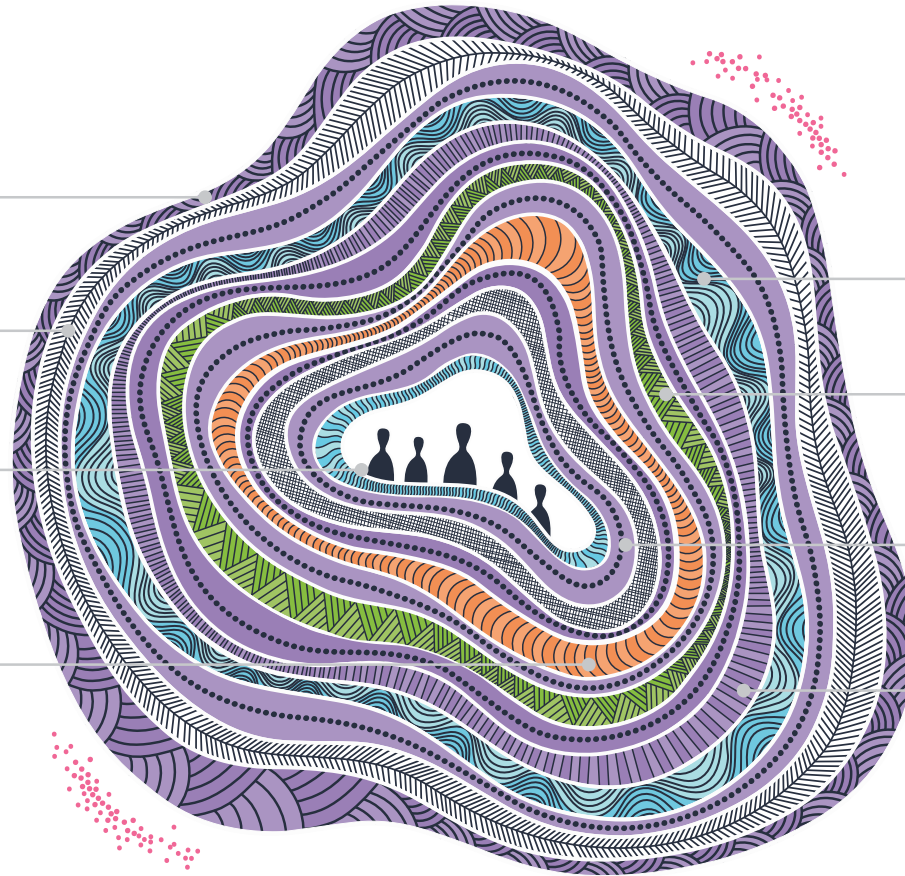
## Cultural Elements

Learning

Wellbeing

First Nations and  
Sacred Heart

Mission

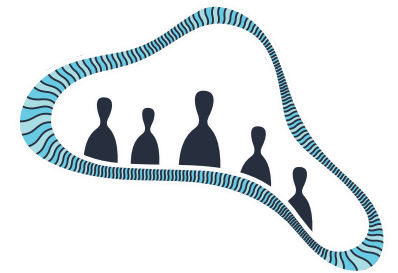
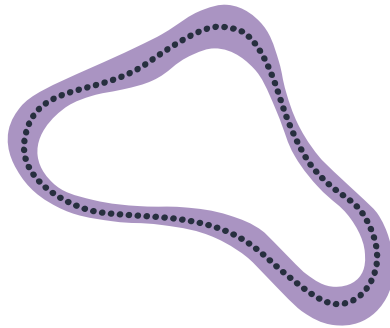
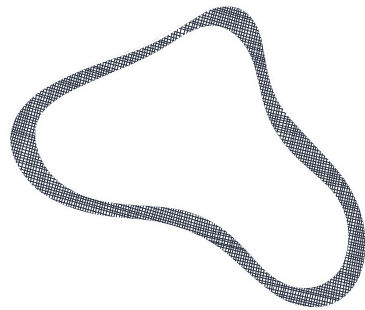
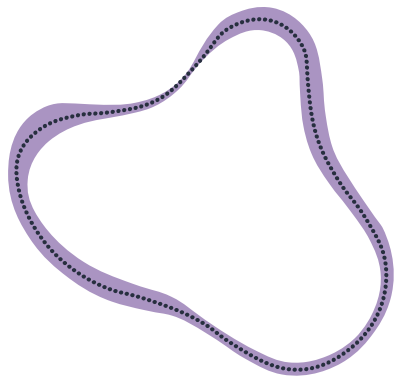
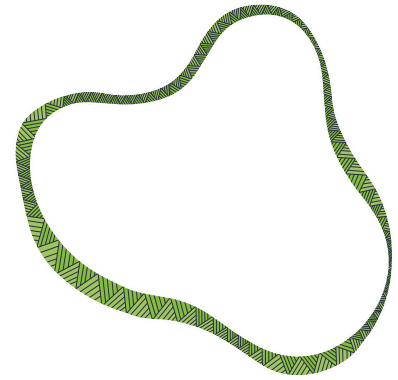
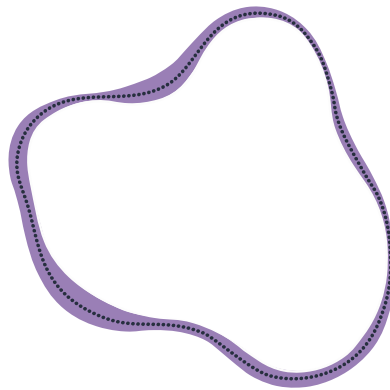
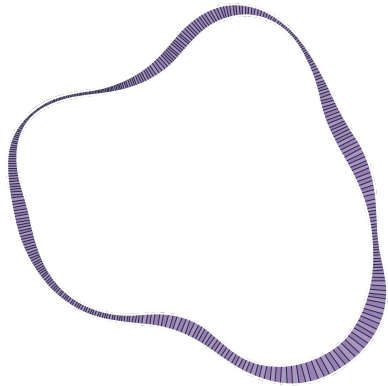
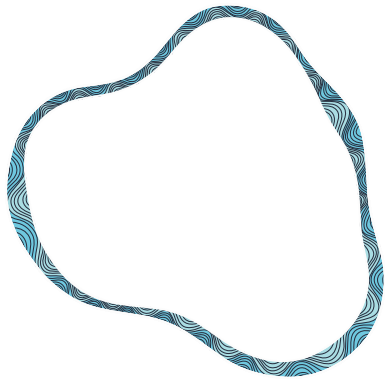
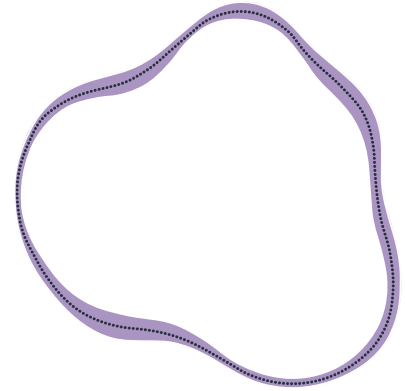
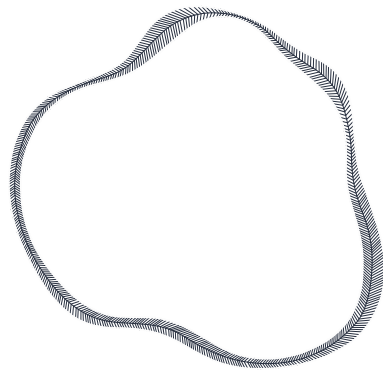
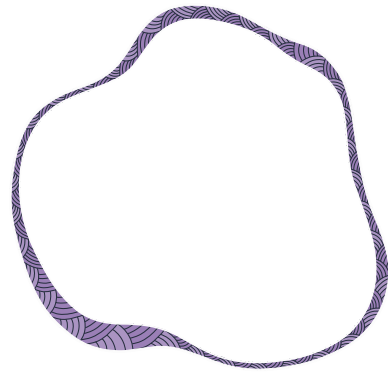


Music

Sport

Enrichment

Boarding



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[Stuartholme.com](http://Stuartholme.com)