

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Richmond Primary School  
August 2026 to August 2027



# CONTENTS

Vision for Reconciliation

The Working Group

Reconciliation Action Plan (RAP) Actions

Relationships

Respect

Opportunities



## VISION FOR RECONCILIATION

Our vision is for Richmond Primary School to be a place where every child, family, and staff member walks together in the spirit of respect and reconciliation through learning and unity. Reconciliation in our school feels like open hearts and open minds, where Aboriginal and Torres Strait Islander peoples, histories, cultures, and contributions are valued and respectfully embedded into our daily learning. It looks like classrooms alive with stories and art, and it is a place where Aboriginal and Torres Strait Islander perspectives deepen our understanding of Australia's shared histories. Building on our growing cultural awareness, we will deepen our understanding of reconciliation in education through authentic connections with local Elders and First Nations community members, embed cultural responsiveness in our teaching, and ensure our school upholds equity, unity, and integrity. Our journey is ongoing, each step guided by learning about the past and hope for the future. We aim to build trusting partnerships with local Aboriginal organisations and to listen to the voices of Aboriginal and Torres Strait Islander people in our wider community. We strive to embed Aboriginal and Torres Strait Islander perspectives, cultural learning across all subjects, and review our policies to ensure they reflect equity and fairness for all. Guided by the five dimensions of reconciliation- race relations, equality and equity, institutional integrity, unity, and historical acceptance- we will continue to grow as a community that walks together towards a more just and inclusive Australia.

## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Whadjuk Noongar people, the Traditional Custodians of the Land on which we learn, play and meet today in Walyup ( Fremantle).

We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We recognise and honour the Whadjuk Noongar people's enduring connection to Boodja (Country), culture, community and Derbal Yerrigan (the Swan River).

Together, we touch the ground to acknowledge the Whadjuk land beneath our feet, we reach for the sky above this land, and we touch our hearts to show our care and respect for Whadjuk Country.

May we continue to learn, care for and respect this special place as we learn and grow together.

We acknowledge past and present relationships the Whadjuk peoples have formed, and the care put into the beach, river and land we live on today.

### Student Acknowledgement of Country

We recognise the traditions, culture and spirit of the Noongar Nations, with respect. We thank the Whadjuk people for the land on which we play and learn, Richmond Primary School. Here is land, here is sky, here are my friends and here am I. We are on Whadjuk Country (Written by year 5/6 students Luella, Vivienne and Lola)



# RAP WORKING GROUP

| Name                 | Position                   |
|----------------------|----------------------------|
| Kate Bockman         | Staff (teaching)           |
| Sarah Allott Fogwill | Staff (teaching)           |
| Narelle Sachman      | Staff (teaching assistant) |
| Natalee Newton       | Staff (teaching)           |
| Jenny Moore          | Staff (teaching)           |
| Julie Dyer           | Staff (teaching)           |
| Erika Holst Marsh    | Principal / Director       |
| Moyanne Bertolini    | Staff (teaching)           |



| RAP ACTIONS                                                                   | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Aboriginal and Torres Strait Islander People in the Classroom                 | We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.                                                                                                                              |
| Early Years Learning Framework                                                | We seek out ways to connect our reconciliation vision and plans and Early Years Learning Framework principles, practices and outcomes. Our efforts mean reconciliation is embedded in everyday early learning environments.                                                                                                                                                                                |
| Opportunities for Aboriginal and Torres Strait Islander Students and Children | We commit to providing opportunities for all Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing 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. |



| RAP ACTIONS                             | COMMITMENT                                                                                                                                                                                                                                                                    |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| My Time, Our Place<br>(School Age Care) | We commit to connecting our vision and plans for reconciliation with the principles, practices and outcomes of the My Time, Our Place Framework. By forming a strong relationship between the two, reconciliation will always be a part of our everyday learning environment. |





| RAP ACTIONS                                                | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Elders and Traditional Owners Share Histories and Cultures | 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 local Elders and Traditional Owners will feel safe, and confident, to share their historical and cultural knowledge with our staff, students and children.                         |
| Cultural Responsiveness for Staff                          | We are supported to reflect on and build our cultural responsiveness to improve our practice and best support the needs of Aboriginal and Torres Strait Islander students. We are provided with a range of opportunities to build our knowledge and understanding of our own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures.                                                             |
| Reconciliation Projects                                    | 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. |





| RAP ACTIONS                            | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Welcome to Country                     | Where appropriate, significant events at our school commence with a 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 the Land. |
| Celebrate National Reconciliation Week | 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.                    |
| Build Relationships with Community     | We commit to forming ongoing relationships with the local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We respect these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander peoples and non-Indigenous staff, students, children and the community.                                                 |





| RAP ACTIONS            | COMMITMENT                                                                                                                                                |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
| Reconciliation Network | We commit to establishing or joining formal external reconciliation networks to mutually support and collaboratively progress reconciliation initiatives. |





| RAP ACTIONS                        | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Teach about Reconciliation         | 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. |
| Explore Current Affairs and Issues | We commit to knowing the news and being responsive to current issues significant to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. We will do this through delivering our curriculum, policies and procedures, and integrating it into the way our school operates.                                                                                  |





| RAP ACTIONS                                                                    | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Acknowledgement of Country                                                     | 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.                                                                                                                           |
| Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures | 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. |



RESPECT



WITH THE COMMUNITY

| RAP ACTIONS                                 | COMMITMENT                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Aboriginal and Torres Strait Islander Flags | Our school flies/displays the Aboriginal and Torres Strait Islander flag to demonstrate respect and recognition for the histories, cultures and contributions of the First Peoples of Australia. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation. |
| Physical Acknowledgement of Country         | 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.                                                          |
| Take Action Against Racism                  | We will raise awareness of racism, its impacts and how to respond effectively when it happens. We will do this through an anti-racism strategy tailored to the needs of our school.                                                                                                                               |



| RAP ACTIONS         | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Curriculum Planning | <p>Aboriginal and Torres Strait Islander histories and cultures are a key, ongoing part of curriculum planning, development and evaluation across all year levels and learning areas. We will review curriculum documents to find out where we include Aboriginal and Torres Strait Islander histories and cultures, and to what extent and where we could include Aboriginal and Torres Strait Islander histories, cultures and contributions in the curriculum.</p> |





| RAP ACTIONS               | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inclusive Policies        | All staff at school are aware of policies referring to improving educational outcomes for Aboriginal and Torres Strait Islander people and building knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. When internal policies are reviewed and developed, we will ensure that they are inclusive of Aboriginal and Torres Strait Islander peoples and perspectives, and that there is a plan in place to ensure that all staff comply with these policies in their daily practice. |
| Staff Engagement with RAP | 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.                                                                                                                                                                                                            |





| RAP ACTIONS            | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Celebrate RAP Progress | 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. |

