

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Ryan Catholic College  
May 2026 to May 2027



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## VISION FOR RECONCILIATION

Our vision is to continue to honour the Wulgurukaba, who are the Traditional Owners of the Country where Ryan Catholic College is built.

At Ryan Catholic College, we commit to an ongoing journey of reconciliation, prioritising the sharing of individual and communal stories. We continue to be open to learning about and honouring First Nations peoples and their lived experiences. This is critical to building an inclusive community that is committed to reconciliation.

We acknowledge the truth-telling of this Country, the Wulgurukaba, and Australia's true history, as a lived expression of our vision for reconciliation. We will continue to walk with First Nations people, and act with courage, respect, companionship, compassion and hope. We strive to work together as agents of positive change towards reconciliation.

## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners of the Land and waters that Ryan Catholic College is situated on, the Wulgurukaba, and that this Country has been a place of learning and ceremony for tens of thousands of years. We also acknowledge the neighboring Language Groups as brothers and sisters of the Land. We pay our respects to Elders past, present and emerging. May we walk gently and peacefully on this Land together.



# RAP WORKING GROUP

| Name                | Position                                 |
|---------------------|------------------------------------------|
| Pria D'Souza        | Emerging Leaders Co-ordinator            |
| Karl Mckenzie       | Parent/carer                             |
| Therese Strogusz    | Teacher (Primary)                        |
| Candi Dempster      | Principal / Director                     |
| Gail Laffin         | First Nations Education (Primary)        |
| Kim McCosker        | Indigenous Education Adviser             |
| Amelia Burows       | Assistant Principal Identity & Wellbeing |
| Carmen Franks Weier | First Nations Education (Secondary)      |
| Megan Lawler        | Teacher (Secondary)                      |
| Luke Reynolds       | Assistant Principal Identity & Wellbeing |



| 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.                                                                                                                              |
| 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                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| 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                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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.                                                                                  |





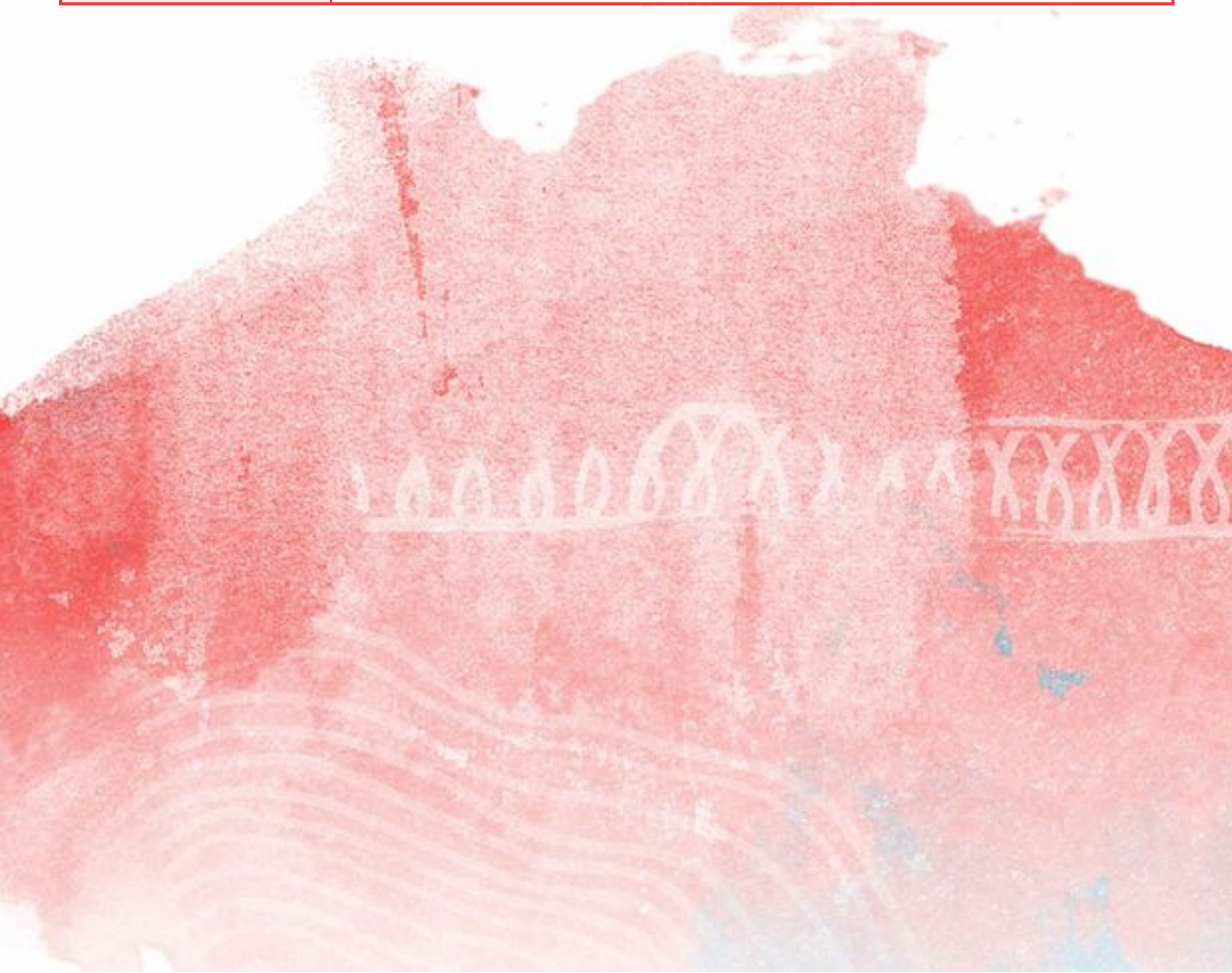
| RAP ACTIONS                                                                    | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| 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.                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Care for Country                                                               | We commit to actively connecting with, and caring for, the Country/place on which our school stands. 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 and learn. 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 since time immemorial, 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. |



| RAP ACTIONS                                 | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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| Celebrate Days of National Significance     | 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. |
| 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.                                                                                                                                                                                   |
| 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.                                                                                                                                                                                                                                                                                                                 |

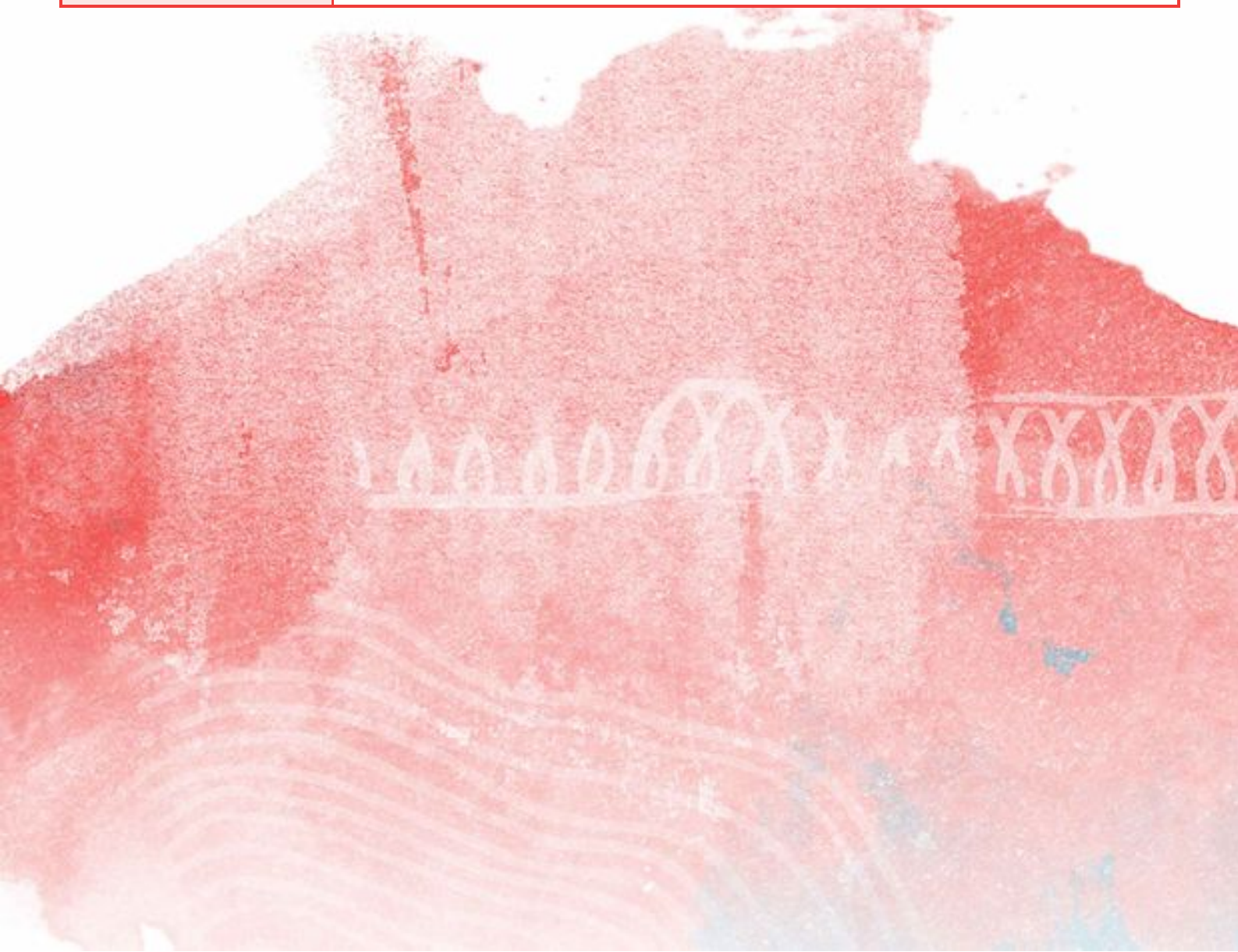


| RAP ACTIONS                                    | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
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| Embed Cross-curriculum Priority                | All staff from across the school are supported to understand and embed Aboriginal and Torres Strait Islander Histories and Cultures in the curriculum. Teachers will consider the cross-curriculum priority when developing units, lesson plans and resources in all learning areas and across all year levels.                                                                                                                                                |
| Curriculum Planning                            | 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. |
| Australian Professional Standards for Teachers | We support all teachers to know about and engage with the Australian Professional Standards for Teachers' focus on reconciliation, in particular Focus Area 2.4. As a result, teachers understand and respect Aboriginal and Torres Strait Islander people to promote reconciliation.                                                                                                                                                                          |





| RAP ACTIONS               | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 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.                                                                                                                                                                                                            |
| Reconciliation Awards     | We commit to creating opportunities to acknowledge students, children, staff and community members who are making an outstanding contribution to progressing reconciliation in our school.                                                                                                                                                                                                                                                                                                                                                |





| 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. |

