



# RECONCILIATION ACTION PLAN 2023





## ABOUT THE ARTWORK

CREATED BY HAYDEN BARTLETT

### *In Loving memory of Peter Bartlett*

This piece was envisioned by Peter Bartlett and brought to life by nephew, Hayden Bartlett. The painting depicts the St Brendan's community, represented through the green and yellow 'meeting place' which stretches over the Central Coast region where Yeppoon is situated. Meeting places signify the gathering of people (communities), visualised in the white u-shaped symbols that link together. The white lines which travel across the land, connect to smaller meeting places (communities) within Australia. This represents the journeys taken by Indigenous students to gather and comprise the St Brendan's community. Surrounding the St Brendan's community are the totems of the traditional land owners of the region; a green tree frog (Darumbal) and the hump back whale (Woppaburra). The remaining patterns and colours represent the various aspects of the land of the surrounding environment. When observing this painting, envision the connection of people and communities on country where learning and sharing of knowledge has occurred for thousands of years.





## OUR PRINCIPAL

*Mr Robert Corboy*

St Brendan's College is a proud Catholic Boarding School in the Edmund Rice tradition located in Yeppoon, Central Queensland. The College hosts one of the largest Aboriginal and Torres Strait Islander populations in a Queensland Catholic Boarding School with 150 Boarding and Day students in 2022. It is with a genuine sense of gratitude and respect, that we are blessed to support, continue to build connections and learn from the largest number of Indigenous students in the history of the College.

Our school is based on the four touchstones; Gospel Spirituality, Inclusive Community, Liberating Education and Justice Solidarity. It is in the spirit of these key understandings that we, as a school community, commit to developing opportunities and improving outcomes for our Aboriginal and Torres Strait Islander students.

In producing our College Reconciliation Action Plan (RAP), we commit to action rather than intention, ownership by all in the community, and a series of opportunities and outcomes that will bring this document to life. Equity, equality and unity is our collective goal here at St Brendan's College. We commit to our collective future, a goal that will benefit not only those within our community but society as a whole.







## OUR MISSION

Faithful to the Gospel and inspired by the life of Edmund Rice, the community of St Brendan's College strives to bring Jesus' vision of a world of justice, compassion and peace to reality.

We seek to fulfil our mission through providing an authentic education that liberates the minds and hearts of all in our community.

We endeavour to be outward looking and engage in partnerships with others beyond our community to advance our learning, transformation and growth.

We open our hearts to the poor and those at the margins and desire to bring hope and change to our world through prayer, formation and action.

We value and support the gifts of each member of our family and celebrate our diversity as a source of strength and a sign of hope.





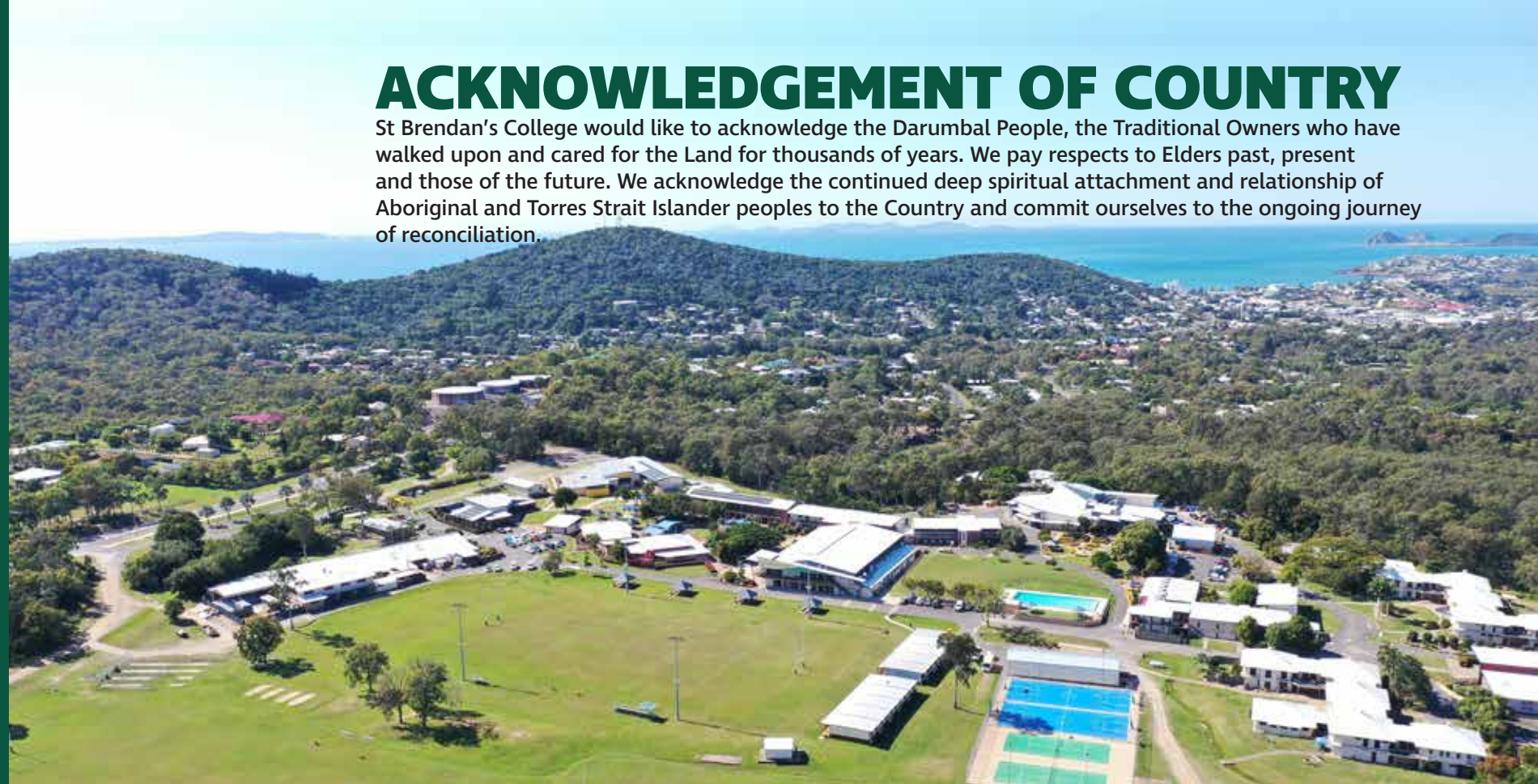
## VISION FOR RECONCILIATION

As a Catholic College in the Edmund Rice tradition, St Brendan's College is committed to the ongoing journey of reconciliation. As an inclusive community, we walk in solidarity with Aboriginal and Torres Strait Islander peoples, acknowledging, recognising and celebrating their cultures, stories and achievements as we look to a liberated future for all Australians. The Uluru Statement 'From The Heart' calls us to walk together for reconciliation, justice, equity, and healing. At St Brendan's College, we strive to achieve this through:

- Providing students opportunities to be successful, active participants post-school through education and employment pathways.
- Acknowledgement of Aboriginal and Torres Strait Islander peoples' culture and traditions.
- Celebrating the cultural diversity of Aboriginal and Torres Strait Islander students, and all students, and acknowledging the strengths that come from this diversity.
- Building respectful relationships through ongoing and open dialogue with First Nations community members.

## ACKNOWLEDGEMENT OF COUNTRY

St Brendan's College would like to acknowledge the Darumbal People, the Traditional Owners who have walked upon and cared for the Land for thousands of years. We pay respects to Elders past, present and those of the future. We acknowledge the continued deep spiritual attachment and relationship of Aboriginal and Torres Strait Islander peoples to the Country and commit ourselves to the ongoing journey of reconciliation.







# RELATIONSHIPS

## **ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE IN THE CLASSROOM**

St Brendan's College is committed to ensuring that our classrooms are welcoming, safe spaces, that accurately reflect truth-telling when teaching about Aboriginal and Torres Strait Islander histories and cultures

## **OPPORTUNITIES FOR ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS AND CHILDREN**

St Brendan's College will commit to providing opportunities for our Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities create an understanding of Aboriginal and Torres Strait Islander cultures, identities and histories in the wider St Brendan's College community.

## **CULTURAL COMPETENCE FOR STAFF**

St Brendan's College will continue to commit to providing 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.

## **BUILD RELATIONSHIPS WITH COMMUNITY**

St Brendan's College commits to building relationships with our Aboriginal and Torres Strait Islander communities. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff and students to further build relationships based on mutual respect, trust and inclusiveness.



# WELCOME TO COUNTRY

Welcome to Country is performed at the beginning of significant College events by either Darumbal Elders or Darumbal students with permission. Protocols for welcoming visitors to Country have been a part of Aboriginal and Torres Strait Islander cultures for thousands of years. Being inclusive of these cultures within our community, St Brendan's College acknowledges and pays respect to the Darumbal Elders past, present and those of the future.

## Celebrate National Reconciliation Week

St Brendan's College will continue our ongoing commitment to raising awareness and celebrating National Reconciliation Week through our College assembly, diocesan gatherings, community engagements, staff briefings, and morning reflections. Communication will also be disseminated via our social media platforms, newsletters and College app.







### **TEACH ABOUT RECONCILIATION**

The St Brendan's College community is actively committed to the ongoing journey of reconciliation. The teaching of reconciliation is for the purpose of strengthening the relationships between Aboriginal and Torres Strait Islander peoples and non-Indigenous peoples in our St Brendan's College community. At St Brendan's College, we actively and authentically engage in conversations around the histories and progress of the reconciliation journey. This understanding also helps to strengthen engagement with our College's RAP by positioning it within the broader story of reconciliation in Australia.

### **EXPLORE CURRENT AFFAIRS AND ISSUES**

St Brendan's College remains committed to the ongoing 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 implemented through curriculum delivery, policies and procedures.

### **TAKE ACTION AGAINST RACISM**

Our goal is to commit to increasing professional development for all members of our St Brendan's College community to better inform them in their awareness of the diverse representations and experiences of racism.

### **RAP LAUNCH**

The St Brendan's College RAP will be ratified and launched in person with the indigenous communities across Queensland and the Torres Strait. The RAP will also be launched throughout the St Brendan's College community at our opening Commitment Mass.







## **CELEBRATE DAYS OF NATIONAL SIGNIFICANCE**

St Brendan's College will continue to engage and participate in events to celebrate or commemorate the 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.

## **ABORIGINAL AND TORRES STRAIT ISLANDER FLAGS**

St Brendan's College proudly displays the Aboriginal and Torres Strait Islander flags daily, as a symbolic acknowledgment of the respect our College holds for the histories, cultures, and contributions of Australia's First Nations Peoples.

## **RECOGNISE AND RESPECT RIGHTS**

St Brendan's College is 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 in reducing discrimination and promoting equality and equity in the educational and wider community.

## **VISIBLY DEMONSTRATE RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES**

St Brendan's College commits to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our College. We understand the positive impact of making our respect visible, in particular through traditional dances and art.





# ACKNOWLEDGEMENT OF COUNTRY

An Acknowledgement of Country is a way to acknowledge and pay respect to First Nations peoples as the Traditional Owners and ongoing custodians of the land. St Brendan's College actively recognises Darumbal, the traditional owners of the land in which our College is situated. We promote reconciliation and pay respect to the Elders - past, present and those of the future. Acknowledgement of Country occurs before all significant events and rituals, scheduled meetings, year-level meetings and College gatherings.





## CURRICULUM PLANNING

St Brendan's College commits to embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes. A significant Aboriginal and Torres Strait Islander focus has been embedded into the College Arts and Humanities curriculums, as we continue to identify opportunities for strengthening indigenous representation across the curriculum.

## INCLUSIVE POLICIES

St Brendan's College operates on the philosophy of the Edmund Rice touchstones; Liberating Education, Inclusive Community, Gospel Spirituality and Justice and Solidarity. These principles guide the College's inclusive practices based on respect and mutual understanding. Staff are aware of processes and procedures that sustain an equitable approach to all relationships.





### **STAFF ENGAGEMENT WITH RAP**

A cross-section of St Brendan's College staff will discuss and negotiate the construction and implementation of a RAP ensuring it is unique to our location, our College demographic and specifically aligned with the touchstones of the Edmund Rice philosophy.

### **RAP BUDGET ALLOCATION**

St Brendan's College will allocate funds from within our budget to procure relevant goods and services that strengthen the sustainability of our RAP Actions.

### **CELEBRATE RAP PROGRESS**

St Brendan's College is 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 College. We celebrate its significance through the incorporation of local and meaningful indigenous artwork into its design. 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.







**OPPORTUNITIES . PATHWAYS . BROTHERHOOD . BELONGING**

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