

# School Reconciliation Action Plan



*St James College*

A Catholic School in the Edmund Rice Tradition

# Reconciliation Action Plan



## **OUR VISION FOR RECONCILIATION:**

*St James College acknowledges and recognizes the cultural values of the Aboriginal and Torres Strait Islander students, families and staff as an integral part of our College community.*

*As a Catholic School in the Edmund Rice Tradition, St James College is committed to engaging and nurturing the hearts and minds of each young person whose dignity as a member of our diverse community we honour.*

*The vision for our College is that it will be a community where the spirit of reconciliation enables all to have the opportunity to achieve their potential, where respect and dignity for all describes the quality of our relationships, and where justice is visible and lived.*

*The College motto "Faithful Forever" is both a call to fidelity to and respect of the traditions and richness of this land and its peoples, and also a vision for a 'reconciled' Australia where all live in faithfulness to each other.*

## **OUR SCHOOL:**

*St James College is a Catholic School in the Edmund Rice Tradition and is conducted by Edmund Rice Education Australia. Situated on the city fringe of Brisbane, the College has been in its current location on Boundary St since 1868 and has traditionally educated young people from lower socio-economic situations, children of migrant and refugee families, student on 'second chances' from other schools, students 'at risk' and general mainstream students.*

*Today, in a co-educational environment, over 420 students avail themselves of the broad curriculum offerings which encompass both university-entrance and vocationally-oriented courses and are tailored to meet the needs of the diverse student population. As an inclusive community, the St James welcomes students from many different countries and acknowledges and embraces their cultural backgrounds. While the College is founded from Catholic Christian tradition, the spiritual and religious traditions of all students are deeply respected and celebrated. In addition, St James College is well-known for the quality of education and educational pathways it offers young people with learning differences and disabilities.*

## **OUR RECONCILIATION ACTION PLAN (RAP):**

*This Reconciliation Action Plan was developed through discussions and meetings with the Principal of St James College, EREA colleagues, the College's Aboriginal and Torres Strait Islander Support Officer, and members of the College community.*

## 1. Relationships:

*St James College is a Catholic School in the Edmund Rice Tradition and operates under the auspices of Edmund Rice Education Australia (EREA). All schools in this network are proud to adhere to EREA's Aboriginal and Torres Strait Islander Policy which clearly outlines our responsibilities to our students and families. It is essential that schools know about, understand, appreciate and celebrate Aboriginal and Torres Strait Islander culture. To this end the College employs an Aboriginal and Torres Strait Islander Support Officer who works with students in the classroom and around the school, and also interacts regularly with families. Students are encouraged to take an active role in the St James Aboriginal and Torres Strait Islander Dance Group which enjoys a strong reputation both within the school community and in the community at large. Due to its location on Boundary St on the outer limit of the Brisbane CBD and its relevance to the treatment of Aboriginal people in the early days of the Colony, the College identifies particularly with the Jagera and Turrbal Peoples and their stories. Involvement with Queensland Aboriginal and Torres Strait Islander Foundation assists in furthering the academic pursuits of senior students both academically and in leadership. The College encourages enrolment of Aboriginal and Torres Strait Islander students through assistance, where applicable, with tuition fees, uniform costs and cultural events.*

Action	Responsibility	Timeline	Measurable Target
Establish a committee to develop, monitor, review and refresh the RAP. This committee includes: <ul style="list-style-type: none"> <li>▪ College Principal</li> <li>▪ Aboriginal and Torres Strait Islander Support Officer</li> <li>▪ AP Identity</li> </ul>	Principal	Annually	<ul style="list-style-type: none"> <li>• RAP Committee: periodic meetings to review RAP</li> <li>• At least two RAP Committee meetings held each year (one per semester).</li> <li>• Minutes and 'action items' recorded for all meetings.</li> <li>• A 'Prayer for Reconciliation' formulated and used for every meeting.</li> <li>• The RAP is reviewed and refreshed annually using Reconciliation Australia's Tracking and Reporting tool.</li> </ul>
Encourage Aboriginal and Torres Strait Islander representatives (ie parents, Aboriginal and Torres Strait Islander Support Officer, senior students) to become involved in school committees.	Principal, Aboriginal and Torres Strait Islander Support Officer	On-going	The following committees are examples of where respective participants could be involved: <ul style="list-style-type: none"> <li>• Parents and Friends Association</li> <li>• Student Leadership and other student committees</li> <li>• House Parent representatives</li> <li>• College Board</li> <li>• Staff Social Committee</li> <li>•</li> </ul>
Build relationships with our school's local Aboriginal and Torres Strait Islander community.	Principal Aboriginal and Torres Strait Islander Support Officer Heads of Faculty	On-going	<ul style="list-style-type: none"> <li>• Local Aboriginal and Torres Strait Islander Traditional Owners or Elders (Jagera, Turrbal peoples) speak about local history and culture for the area where the school is located at school assemblies or other functions during or near NAIDOC week.</li> <li>• Invite a local Elder to conduct a Smoking Ceremony at the College.</li> <li>• Through SOSE, Religious Education and English classes/excursions, opportunities are provided for all Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander students to visit local Aboriginal and Torres Strait Islander sites or events of cultural significance.</li> <li>• Opportunities provided by EREA's "Let's Talk" Immersion experience for staff.</li> <li>• Other cultural immersion experiences for Aboriginal and Torres Strait Islander and non-Aboriginal and Torres Strait Islander students</li> </ul>

			<ul style="list-style-type: none"> <li>The following goals in respect to Aboriginal and Torres Strait Islander students and educational opportunities listed in the College's Strategic Plan are implemented fully: Goal 2 in <i>Governance, Leadership and Strategic Practice</i>, Goal 1 in <i>Edmund Rice Vision and Action</i> Goal 2 &amp; 3 in <i>Pastoral Care</i>, Goal 3 in <i>Teaching and Learning</i>.</li> <li>The College looks for opportunities to publish local Aboriginal and Torres Strait Islander community events in the College Newsletter and on the school website (free of charge).</li> </ul>
Develop a mutually beneficial relationship with another school that has a high Aboriginal and Torres Strait Islander student population.	Principal, St James College  Principals of St Patrick's College, Shorncliffe and St Joseph's Nudgee College  Aboriginal and Torres Strait Islander Support Officer		<ul style="list-style-type: none"> <li>Establish a relationship with St Patrick's College, Shorncliffe, and St Joseph's Nudgee College</li> <li>Opportunities established to mutually host visiting school groups eg sporting groups, cultural trips, etc.</li> </ul>



## 2. Respect:

Foremost among the values of Aboriginal and Torres Strait Islander peoples is the value of respect. Reconciliation is built on the mutual respect of all. Integral to this is a commitment to develop quality relationships where the rights and responsibilities of all are known, adhered to and respected. This College works to develop this quality of respect in particular through the use of restorative practice in conflict resolution, cultural events and education in tolerance through its pastoral practices. Use of the College Diary to promote positive and supportive behaviours, work habits and practices is a key aspect in the pastoral structure and strategies used at the College. In addition, through the vertical House System and Homerooms, students are able to engage with each other across year levels. The building up of mutual respect is a key aim of this program.

Action	Responsibility	Timeline	Measurable Target
Publicly display our school's respect for, and knowledge of, Aboriginal and Torres Strait Islander Peoples, cultures and histories.	Principal Aboriginal and Torres Strait Islander Support Officer	On-going	<ul style="list-style-type: none"> <li>The Aboriginal Flag is flown at the front of the College alongside the Australian and College flags. Both the Aboriginal and the Torres Strait Islander flags are hung all year round in the College Hall.</li> <li>In association with the College's Aboriginal and Torres Strait Islander Dance Group, an Elder performs the traditional <i>Welcome to Country</i> at significant school events.</li> <li>NAIDOC and National Reconciliation Weeks as well as National Sorry Day are acknowledged and celebrated.</li> <li>The Federal Government's <i>National Apology to the Aboriginal and Torres Strait Islander People of Australia</i> is displayed in the College foyer</li> <li>The College's Strategic Plan and Annual Plan indicate inclusive policies with particular emphasis on opportunities and programs for Aboriginal and Torres Strait Islander students.</li> <li>Display Aboriginal and Torres Strait Islander art is displayed in the College Library.</li> <li>Map of Aboriginal Australia is displayed in the Library</li> <li>Aboriginal artifacts (EREA Message Stick, didjeridu, clapping sticks, traditional hunting spear and various artworks) are displayed.</li> <li>All students and staff understand the true meaning of respect and its significance as an overarching value in Aboriginal culture.</li> <li>The College's Library is named <i>Ba-ra Barimi Learning Centre</i> (a Turrbal term meaning 'Upward Dreaming'). A beautiful painting commissioned by the College from a former student, at the entrance to the centre, pictorially depicts the spirituality of this very special name. The accompanying prayers (on the last page of this document) were written to reflect the meaning of the title..</li> </ul>
Ensure all staff at our school are culturally educated, aware and respectful.	Principal Assistant Principal (Pastoral)		<ul style="list-style-type: none"> <li>All staff participate in cultural awareness training as part of a formal Staff Development.</li> <li>Ensure that <i>Aboriginal and Torres Strait Islander Peoples Perspectives</i> are included in the professional development of staff.</li> </ul>
Include <i>Aboriginal and Torres Strait Islander Peoples Perspectives</i> in a range of curriculum areas.	Deputy Principal (Studies) Heads of Faculty Art Teaching Staff	On-going	<ul style="list-style-type: none"> <li><i>Aboriginal and Torres Strait Islander Peoples Perspectives</i> imbedded in the teaching of a range of curriculum areas across each year level.</li> <li><i>Aboriginal and Torres Strait Islander Peoples Resources</i>, including books by Aboriginal and Torres Strait Islander authors and DVDs on Aboriginal and Torres Strait Islander issues, established in the College Library.</li> </ul>

	Aboriginal and Torres Strait Islander Support Officer		<ul style="list-style-type: none"> <li>All students have immediate connections with the College's Aboriginal and Torres Strait Islander Support Officer both inside and outside the classroom.</li> <li>Students experience producing Aboriginal and Torres Strait Islander-inspired artworks as part of their Visual Arts studies.</li> </ul>
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### 3. Opportunities:

*All students have the right to be exposed to a broad range of academic, social, spiritual and recreational opportunities as part of their educational growth. The enrichment of the school community happens when students, parents and staff interact in a mutually supportive way to enhance student achievement in all its facets. In-class and co-curricular opportunities are designed to maximize involvement and achievement of young people, raising self-esteem, building teamwork and developing positive relational values. It is essential that the College remains proactive in continually seeking ways of providing its students with opportunities that have these outcomes.*

Action	Responsibility	Timeline	Measurable Target
Support Aboriginal and Torres Strait Islander students to reach their full potential.	College Leadership Team Sport Coordinator Aboriginal and Torres Strait Islander Support Officer	On-going	<ul style="list-style-type: none"> <li>Anti-racism objectives or statements are included within our Pastoral Care policies and practices.</li> <li>The needs of Aboriginal and Torres Strait Islander students are reflected in our College's Strategic Plan (Strategic Actions) and Budget.</li> <li>Our College supports Aboriginal and Torres Strait Islander students to access scholarships (eg QATSIF QCE Scholarship program), financial support, career advice and mentoring.</li> <li>Aboriginal and Torres Strait Islander students are encouraged to participate fully in sporting activities and represent the College accordingly.</li> <li>Aboriginal and Torres Strait Islander students are encouraged to pursue School-based Traineeships and Apprenticeship opportunities as they arise.</li> <li>The College provides a sufficiently attractive curriculum program of both OP and VET courses to provide students to achieve to their full potential.</li> <li>The College's Strategic Plan ensures that all Aboriginal and Torres Strait Islander students are provided with equitable opportunities (Core Value: Opportunity and Core Value: Inclusion).</li> <li>Students develop their cultural identity through active involvement in the St James Aboriginal and Torres Strait Islander Dance Group.</li> </ul>
Employ or consult Aboriginal and Torres Strait Islander Peoples at our school.	Principal Aboriginal and Torres Strait Islander Support Officer	As required	<ul style="list-style-type: none"> <li>Aboriginal and Torres Strait Islander people are employed as support staff (eg Aboriginal and Torres Strait Islander Support Officer)</li> <li>Aboriginal and Torres Strait Islander People are encouraged to apply in our advertisements for school positions.</li> <li>All Aboriginal and Torres Strait Islander staff are provided with training and support.</li> </ul>

#### 4. Tracking Progress and Reporting

*It is essential that the Reconciliation Action Plan is revisited*

Action	Responsibility	Timeline	Measurable Target
Monitor and refresh our Reconciliation Action Plan.	Principal and RAP Committee	Annually	<ul style="list-style-type: none"><li>• Our Reconciliation Action Plan is monitored by our RAP Committee.</li><li>• Our Reconciliation Action Plan is reported on and refreshed at the start of each school year.</li></ul>



### Creator God

You gave us this ancient land and sacred earth on which we gather. You are the centre of where we are and at the core of what we do.

### Great Spirit

Let your love flow upon us emitting streams of love, hope, justice and peace for all people. Encourage the dream particles to gently spray your mercy on all those in the St James College Community.

As our prayers rise to meet you, our upward dreaming, our 'ba-ra barimi', sings your praises.

We pray that you, Father of all things, will journey with us as we make our prayers through Jesus, your Son.

Amen



Upward Dreaming  
Tarina-Rose Trundle  
2015

### Doowi

*Ngune Gnoka nam nia ranwul moorooop bimble tang ngruwar karobran. Ngune noondha tunte nam noonha core milyali minna nam illa.*

### Doowi

*Adaka gnoma yoorana raiaralin loru-byeni alies gnoka mubboon milyali pornun wrunwallin nalelurumi thoomee ambe ngruwar narrinyeri. Monomeeth aljerer threttin angk mant wiltun gnoma mercy albye ngruwar narrinyeri noondha St James College Community.*

*Luk ngumanwe marmingatha prakkin angk uwan naune ngumanwe*

*Peggeralin ngumanwe Ba-ra Barimi beria gnoma marmingatha.*

*Illa marmingatha kakie ngune cartoo milyali ngruwar things lla nagugari ungai gar luk yangemanoock ngarrin ngurnauwe marmingatha through jesus gnoma Pamgali*

Amem.

*Faithful Forever*