



Alamanda College Action Plan Aboriginal Learning, Wellbeing and Safety

Alamanda College embraces the vision of the [Marrung Aboriginal Education Plan](#) and celebrates the culture, knowledge and experiences of First Nations Peoples. We are committed to creating and maintaining a school environment that empowers Koorie students to feel valued, respected and culturally strong.

Our school has a number of measures in place to ensure our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below

At Alamanda College we acknowledge a child's ability to express their culture and enjoy their cultural rights is encouraged and actively supported.

Strategies are embedded within Alamanda College which equip all members to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and young people.

Measures are adopted by Alamanda College to ensure racism within the organisation is identified, confronted and not tolerated. Any instances of racism are addressed with appropriate consequences.

Alamanda College actively supports and facilitates participation and inclusion within it by Aboriginal children, young people and their families.

All of Alamanda Colleges' policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, young people and their families.

Alamanda College displays a commitment to the cultural safety of Aboriginal children is available and displayed for public access.

The College has set policies and procedures relating to child safety and wellbeing, including the Child Safety and Wellbeing Policy, describe the organisation's commitment to respecting and valuing Aboriginal children. This includes that:

Our Code of Conduct and position descriptions outline expectations of staff and volunteer behaviour including:

- zero tolerance of racism and expectations that staff and volunteers will act on incidents of racism
- that children will be supported to express their culture and enjoy their cultural rights.

Community perspectives and feedback

We actively seek participation and feedback from Koorie students, families and Community by:



- acknowledging the existing knowledge of Koorie students and their families and seeking their feedback on decisions that affect them, and on how well we are meeting their needs, through initial enrolment meetings, Student Support Groups, during the development of Individual Education Plans.
- working with our regional Koorie Engagement Support Officers (KESOs) for advice on how we can create a culturally inclusive learning environment and to build our capacity to provide support for individual Koorie students attending our school
- partnering with to seek feedback and advice on existing and new actions we can take to support the diverse and unique identities and experiences of Aboriginal students and children in our community.

Training and professional development of staff

To ensure our staff are equipped with the skills and knowledge necessary to create and maintain a positive and inclusive school environment we:

- ensure staff participate in [Community Understanding and Safety Training \(CUST\)](#) training
- provide tailored training and professional development each year to build knowledge for specific staff based on any emerging or current areas of need
- ensure training and professional development equips teaching staff to deliver Aboriginal and Torres Strait Islander perspectives within the classroom curriculum
- support teachers to work in their Professional Learning Communities (PLCs) to map and develop teaching and learning activities within the Victorian Curriculum priorities to enable staff to build their confidence with Aboriginal and Torres Strait Islander content and to recognise opportunities to draw upon Aboriginal pedagogies and practices within their classrooms
- ensure training and professional development equips staff with an understanding and appreciation of the strengths of Aboriginal and Torres Strait Islander culture and its importance to the wellbeing and safety of Koorie children and students.

Curriculum and learning

Alamanda College supports the development of high expectations and individualised learning for Koorie students and creates a learning environment for all students that acknowledges, respects and values Aboriginal and Torres Strait Islander cultures and identities. This includes:

- implementing the Department of Education and Training's [Koorie Education Policy](#)
- ensuring that all Koorie students have individual education plans developed in partnership with students, families, and KESOs.

Assemblies and other school events and activities

We ensure our school events and activities acknowledge and celebrate Aboriginal and Torres Strait Islander culture by:

- acknowledging the Country and Traditional Owners of the land on which our school is located at the start of every school assembly and meeting



We would like to begin by acknowledging the Traditional Owners of the land on which we meet today, the people of the Kulin nation, and pay our respects to Elders past and present, and the Elders from other communities who may also be here.

- inviting Welcome to Country by local Elders at major school events such as the opening of new buildings or campuses
- arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture

Built and digital environment

We ensure our built environment and website demonstrates an appreciation and acknowledgment of Aboriginal and Torres Strait Islander culture through:

- flying the Aboriginal and Torres Strait Islander flags on school grounds.
- displaying plaques/signs outside our main entrance that Acknowledge Country and Traditional Owners
- including an Acknowledgement of Country and Traditional Owners on our website

Community feedback

We recognise that our school’s practices must be regularly reviewed and updated in partnership with our families and local communities. We encourage you to contact the schools front office with any feedback, concerns or suggestions.

Review and approval

<p>Consultation</p>	<p>This policy has been reviewed by the following:</p> <p>College Principal School Council School Leaders Community Parents</p> <p>This policy was displayed on our school website January 2022 and the community have been informed of this policy and how to contact the school should they have any questions or feedback.</p> <p>This policy was sent out to college staff Jan 2023 and expressed that feedback be provided upon review.</p> <p>This policy was presented at school council on Feb 2023 for feedback a review.</p>
<p>Approved by</p>	<p>Principal</p>
<p>Next scheduled review date</p>	<p>November 2024</p>