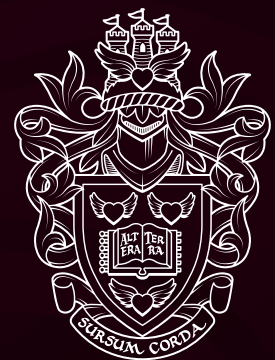


Reconciliation Action Plan 2022/23



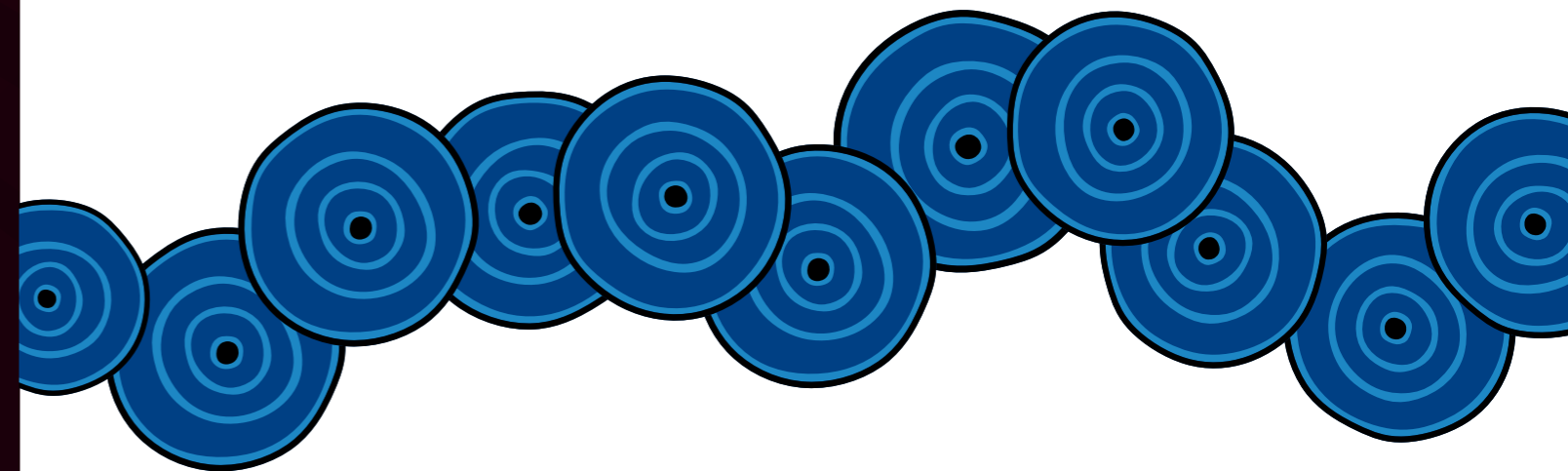
HAILEYBURY

Acknowledgement of Country

The community of Haileybury acknowledges and pays respect to the traditional custodians of the Land on which it is based, the Boonwurrung and Wurundjeri peoples, and we pay our respect to their Elders – past, present and emerging.

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Vision for Reconciliation

Our Schools sit on the Land of the Kulin Nation, the Lands of the Boonwurrung and Wurundjeri peoples. The aim for our reconciliation journey is to celebrate the diverse identities and cultural heritage of staff and students who have come to our school from different communities across Australia. We envision the reconciliation journey to be one where diversity is valued, and self-determination is promoted and supported.

We aim to meaningfully embed practices and strategies which fully value the cultures of Aboriginal and Torres Strait Islander peoples; to respectfully acknowledge and identify social inequities; and to celebrate success, in order to foster a welcoming environment.

Through a journey of reconciliation, we will continue to create a culturally safe and respectful world-class school.

About us

Haileybury commenced in 1892 with five staff and 17 students. In its 130 years of history, the School has changed dramatically to become one of the leading independent schools in Australia. What started as a small school has developed into a large global school network with campuses in Brighton, Keysborough, Berwick, Melbourne (City), Beijing (China), Haileybury Rendall School Darwin and an online campus, Haileybury Pangea, commencing in 2023.

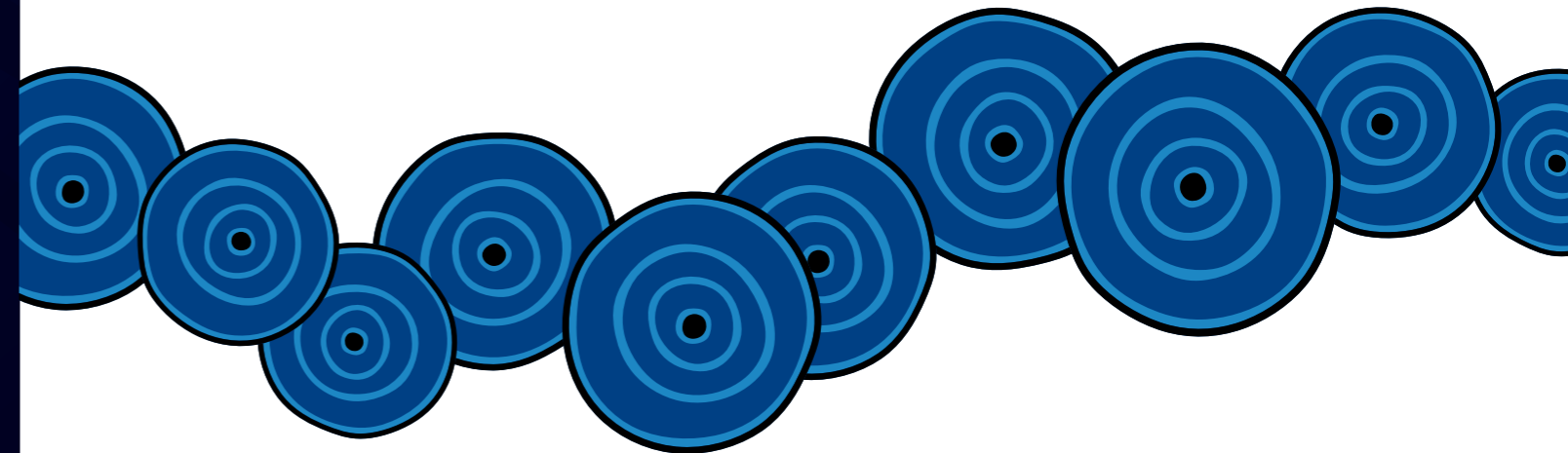
Haileybury has been named Australian School of the Year at the Australian Education Awards and ranked as the number one primary school for boys and girls in Victoria and the number two secondary school based on national academic testing results.

We believe that our graduating students should have strong core academic skills, broad analytical thinking ability and be capable of operating in a rapidly changing world. Haileybury offers a wide range of international engagement opportunities for students, including spending time at the Haileybury International School, Tianjin (China) or visiting partner schools in Timor Leste, The Philippines, Japan, France, the UK and the US.

Our academic programs are enhanced by Haileybury's commitment to a strong social education program that includes fulfilling potential, supporting individual resilience and developing of personal character values.

Haileybury is one of the most entrepreneurial and enterprising schools in Australia. The development of Melbourne's first vertical school, extensive operations in China, the opening of Haileybury Rendall School in Darwin and the commencement of Victoria's first online independent school, Haileybury Pangea, are all examples of this. To be a Haileybury student is to be immersed in an enterprising institution.

Today Haileybury Rendall School (Darwin) is one of the nation's largest Indigenous boarding school, winning Boarding School of the Year at the 2022 Australian Education Awards. The School is firmly committed to educating Aboriginal students from remote Australian communities and continues to build on its reputation as a leading Indigenous Centre for Educational Excellence.



Message from the CEO | Principal



Haileybury sits on Boonwurrung and Wurundjeri Country. We respect and pay due courtesy to the Traditional Owners of this Land, and respect the wisdom held by Boonwurrung and Wurundjeri Elders. We look forward to deepening this relationship with the passing of time.

As our school continues to develop, our Reconciliation Action Plan will navigate us towards becoming a culturally competent organisation. The intention of our Reconciliation Action Plan is to build on this foundation, to become culturally sensitive; where cultural knowledge and awareness are integrated into our daily practices.

We have a vibrant culture at Haileybury, where diversity is valued, supported and celebrated. We look forward to the learning experiences that this journey brings and welcome the support and guidance from our wider community along the way.

Derek Scott
CEO | Principal

Narragunnawali Reconciliation in Education

Reconciliation Australia's Narragunnawali program supports all schools and early learning services in Australia to foster a higher level of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions.

Narragunnawali (pronounced narra-gunna-wally) is a word from the language of the Ngunnawal peoples that means alive, wellbeing, coming together and peace.

Narragunnawali's online platform is free to access and provides practical ways in which to introduce meaningful reconciliation initiatives in the classroom, around the school and within the community.

Reconciliation Action Plans

A Reconciliation Action Plan (RAP) is a formal statement of commitment to promoting reconciliation between the wider Australian community and Aboriginal and Torres Strait Islander people.

A RAP demonstrates to the community that a school or early learning centre service is forward thinking about reconciliation and committed to making positive change. Narragunnawali provides an online tool to guide teachers, educators and community members through the development and implementation of a RAP.

The process is flexible and can be tailored to meet the needs of the school or early learning service, and the local community.

Source: [Reconciliation.org.au/narragunnawali](https://reconciliation.org.au/narragunnawali)

Reconciliation Action Plan Process at Haileybury

At Haileybury, the RAP committee will maintain the integrity of the Plan by keeping to the timelines set out below and by reviewing and updating the plan annually.

Action	Responsibility	Timeline	Outcome
Advertise for new RAP Committee members	Scott Doran, Vice Principal and chair of RAP Committee	Beginning of each year	A refreshed committee each year with new staff and students. Previous members are welcome to continue.
Hold RAP Committee meeting at least once a term to work through and report on assigned areas	RAP Committee as chaired by Scott Doran, Vice Principal	Ongoing	Minutes will be taken at each meeting and be made available for the Committee to view.
Refreshment of RAP	RAP Committee as chaired by Scott Doran, Vice Principal	Conclusion of each year	Refreshment of the RAP document following the final meeting of the year.

Our Reconciliation Action Plan Working Group

The Haileybury Reconciliation Action Plan Working Group has been in operation since 2022. It is a group comprised of a broad mix of peoples. Staff and students represent all areas of our School; the Early Learning Centre, Junior School, Middle and Senior School, and Corporate Staff.

Cultural guidance is provided to the Reconciliation Action Plan Working Group by community members including Willie Pepper (Community Relations Manager, Boonwurrung Land & Sea Council).

Our Reconciliation Action Plan will create an environment through our school community that embodies the spirit of reconciliation. We will facilitate an improved awareness and understanding of the cultures and important issues of Aboriginal and Torres Strait Islander peoples, and thus inform our planning and decision making now and into the future. It is a core aspect of our journey towards cultural competency.

Working Group 2022



Scott Doran
Vice Principal



Willie Pepper
External Representative,
(Community Relations
Manager, Boonwurrung
Land & Sea Council)



Sean Allcock
Staff Representative,
Senior School and Sport



Lisa Christopher
Staff Representative,
ELC



Nicole Cunningham
Staff Representative,
Junior School



Fiona Gontier
Staff Representative,
Senior School



Gina Kelly
Staff Representative,
Corporate Services –
Administration



Jeanne Lee
Staff Representative,
Senior School



Lorinda Nursalam
Staff Representative,
Corporate Services –
Admissions



Jessie Payton
Staff Representative,
Corporate Services –
Administration



Rachelle Rae
Staff Representative,
Senior School and
Visual Arts



Mark Reed
Staff Representative,
Middle School and Sport



Rhiannon Rowe
Staff Representative,
Junior School



Nicole Steyn
Staff Representative,
Corporate Services –
Marketing



Nicholas Waxman
Staff Representative,
Senior School and
Performing Arts



Victoria Blaszczyk
Student Representative,
Year 12



Victoria Paitaridis
Student Representative,
Year 12



Sam Shinsky
Student Representative,
Year 11

Thank You to the Boonwurrung Land and Sea Council

Haileybury is thankful for the guidance and advice generously provided to our Reconciliation Action Plan Committee from Willie Pepper. Willie is the Community Relations Manager for the Boonwurrung Land and Sea Council.

The Boonwurrung Land and Sea Council is the Traditional Owner organisation that represents the Boonwurrung peoples of the South-Eastern Kulin Nation. They aim to preserve and protect the sacred lands and waterways of the Boonwurrung ancestors, their places, traditional cultural practices, and stories.

RAP actions

Relationships

Relationships in the Classroom

Action 1 Aboriginal and Torres Strait Islander peoples in the Classroom

Commitment We are committed to welcoming Aboriginal and Torres Strait Islander peoples into our classrooms as guests to work alongside our students and children in learning activities. Having an Aboriginal and Torres Strait Islander presence in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.

Goal We will welcome Aboriginal and Torres Strait Islander peoples into our school to provide authentic learning experiences.

Assigned to Rachele Rae and Scott Doran.

Measurable target Develop relationships with local networks to identify strengths and knowledge areas that are appropriate for sharing in a class environment.

To have Aboriginal and Torres Strait Islander people present in classrooms when possible, when teaching about Aboriginal and Torres Strait Islander histories and cultures. This is especially meaningful when local perspectives are shared from the place students and children are living and learning.

Timeline Completed by end of Semester 1, 2023.

Relationships around the School

Action 2 Cultural Competence for Staff

Commitment We are committed to creating and building awareness, knowledge and understanding of Aboriginal and Torres Strait Islander cultures within our staff community. Furthermore, we encourage and support staff to participate in a variety of cultural awareness experiences and opportunities to assist them on their own journey of understanding.

Goal To commence the building of awareness, knowledge and understanding of Aboriginal and Torres Strait Islander cultures across our staff, by building a Cultural Awareness Program to include professional development, staff events such as Reconciliation Week and NAIDOC Week, and inviting Elders to speak at staff events including Town Halls.

Assigned to Lorinda Nursalam, Nicole Steyn and Victoria Blaszczyk.

Measurable target By the end of Semester 1 2023, we will launch our RAP on Haileybury Hub and include bi-monthly articles including fact sheets and information around RAP-related activities at Haileybury.

Timeline Completed by end of Semester 1, 2023.

Relationships with the Community

Action 3 Welcome to Country

Commitment Where appropriate, significant events at our school will 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 their Land.

Goal We will pay our ongoing respect to the Boonwurrung and Wurundjeri peoples through appropriate Welcome to Country ceremonies.

Assigned to Scott Doran, Jessie Payton and Sean Allcock.

Measurable target Develop, implement and communicate a Cultural Protocol Guide, including Acknowledgement of Country and Welcome to Country Protocols.

Embed Welcome to Country or Acknowledgement of Country in Haileybury practices by:

- › Inviting Elders to perform a 'Welcome to Country' at Haileybury events where members of the public are present, with an initial focus on large-scale events such as Founders Day and graduation ceremonies
- › Encouraging all academic staff to acknowledge Traditional Custodians of the land at the first class of every subject each semester
- › Include an Acknowledgement of Country as a standard agenda item for each meeting conducted at Haileybury
- › Include an Acknowledgement of Country in all Haileybury printed documents and programs.

Timeline Completed by end of Semester 1, 2023.

Action 4 Celebrate National Reconciliation Week

Commitment Our school is committed to acknowledging and commemorating National Reconciliation Week to help facilitate acceptance and understanding within our community. Having a comprehensive and considered approach to this week of celebration will emphasise its importance to Haileybury as an institution. It will provide the opportunity for active participation in Indigenous reconciliation and celebration across the whole school, in a very tangible sense for students.

Goal We will schedule a specific set of events to commemorate National Reconciliation Week and ensure that active student engagement in these events is high. These will occur over the week of 27 May to 3 June, and will feature assemblies, opportunities to hear directly from the Indigenous Australian community and activities that allow for collective celebration of reconciliation.

Assigned to Sean Allcock, Janeanne Lee, Victoria Paitaridis and Sam Shinsky.

Measurable target Develop a schedule of rich and engaging experiences to celebrate Reconciliation Week across the community, in classrooms and sport.

Timeline Completed by end of Term 1, 2023.

Action 5 Build Relationships with Community

Commitment	Our school establishes protocols for welcoming visitors, including a Welcome to Country, and recognising Aboriginal and Torres Strait Islander cultures. 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 their Land. Building authentic relationships with local Indigenous communities that provide tangible benefits to Indigenous communities. This will begin the process of closing the gap and supporting the Haileybury community in living, learning from and understanding others from a different culture and coexisting in a respectful space.
Goal	We pay our ongoing respect to the Wurundjeri and Boonwurrung through appropriate and Welcome to Country ceremonies. We initiate ongoing new relationships that have tangible benefits to communities and enrich our understanding of Indigenous culture.
Assigned to	Lisa Christopher, Mark Reed and Victoria Blaszczyk.
Measurable target	Develop authentic relationships from a Haileybury school perspective: <ul style="list-style-type: none"> › Initiate an Acknowledgement of Country in the first assembly and/or class of the term › Smoking ceremony at each campus once a year › Plan an identifiable area at each campus for permanent artwork (e.g. feature wall, ceiling, outdoor area, native garden) › Audit the curriculum to check areas of inclusion and authentic stories from the Indigenous culture of the past, present and future.
Timeline	Completed by end of Semester 1, 2023.

RAP actions

Respect

Respect in the Classroom

Action 6 Teach about Reconciliation

Commitment	Our school community is committed to deepening our understanding of the nature of reconciliation. Increasing our school community's understanding of the history and purpose of reconciliation is an important first step toward achieving and sustaining reconciliation. This will be accomplished by enriching our curriculum so that it recognises and values Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights. The curriculum will be explored in consultation with First Nations peoples.
Goal	We will continue to improve our school community's understanding of the meaning and importance of reconciliation between Indigenous and non-Indigenous Australians.
Assigned to	Fiona Gontier and Scott Doran.
Measurable target	By the end of Semester 1 2023, we will have established a school-wide curriculum mapping working group to review and enrich how Aboriginal and Torres Strait Island cultures, histories, knowledge and rights are being taught at Haileybury.
Timeline	Completed by end of Semester 1, 2023.

Action 7 Explore Current Affairs and Issues

Commitment	We are committed to increasing our school's awareness of current affairs and issues relating to Aboriginal and Torres Strait Islander history, cultures, rights and identities, as conveyed through the Australian media. The response to issues raised will be addressed within our school community through curriculum delivery, including through our student wellbeing program. These matters will be explored in consultation with First Nations peoples.
Goal	Current affairs and issues will be explored respectfully by students in a discussion-based forum, ideally involving the voice of First Nations Representatives.
Assigned to	Fiona Gontier and Sam Shinsky.
Measurable target	By the end of Semester 1, a space dedicated to raising awareness about current affairs and issues concerning Aboriginal and Torres Strait Islander history, cultures, rights and identities will be available via Canvas. These topics will be linked to and explored within Haileybury's student Respectful Relationships and Wellbeing programs.
Timeline	Completed by end of Semester 1, 2023.

Respect in the School

Action 8	Acknowledgement of Country
Commitment	<p>Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the lands on which we live, work, learn and grow.</p> <p>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.</p> <p>Additionally, each campus will work with local First Nations Groups to collaboratively create a dedicated public space that celebrates and acknowledges the Land and Country each is situated on.</p> <p>Pangea's landing site, Haileybury website and Haileybury Hub acknowledge the many lands on which the students learn.</p> <p>Pangea – All Aboriginal and Torres Strait Islander groups across Australia</p> <p>City – Wurundjeri peoples – Kulin Nation</p> <p>Berwick – Boonwurrung peoples – Kulin Nation</p> <p>Brighton – Boonwurrung peoples – Kulin Nation</p> <p>Keysborough – Boonwurrung peoples – Kulin Nation.</p>
Goal	<p>We will work with First Nations Groups to collaboratively create a place and space at each campus where the local First Nations peoples and Culture can be celebrated and acknowledged publicly.</p> <p>We will pay our ongoing respect to the local campus' First Nations peoples and Groups through an Acknowledgement of Country at appropriate meetings and assemblies.</p> <p>An Acknowledgement of Country will be displayed at entrance points and places of gathering at each campus.</p>
Assigned to	Nicole Cunningham, Gina Kelly, Rhiannon Rowe and Nicholas Waxman.
Measurable target	<p>During Semester 1, local indigenous groups will be invited to meet with senior representatives from each campus. They will be asked for suggestions regarding ways we can acknowledge the unique history and cultural practices that have taken place on the sites upon which our Haileybury campuses are situated.</p> <p>Heads of Campus will be consulted regarding an appropriate site, on campus, to recognise and celebrate First Nations histories, people and cultures. This will be reported back to the RAP Committee for further action.</p> <p>Acknowledgement of Country suggestions will be disseminated to each campus to support assembly coordinators, Heads of Houses and chair people. Guidelines will be provided to staff, students and the board for where and when acknowledgements should be made (i.e., before the commencement of a meeting, speech or event).</p>
Timeline	Completed by end of Semester 1, 2023.

Respect with the Community

Action 9	Aboriginal and Torres Strait Islander Flags
Commitment	Our school will display the Aboriginal and Torres Strait Islander flags to demonstrate our pride and respect for the histories, cultures and contributions of Australia's First peoples. Flying the flags promotes a sense of community partnership and indicates a commitment towards reconciliation.
Goal	We will display our respect for Aboriginal and Torres Strait Islander Cultures by proudly flying the flags at each campus across the School.
Assigned to	Scott Doran, Jessie Payton and Janeanne Lee.
Measurable target	Aboriginal flags are currently installed at each campus. An additional flagpole will be installed at each campus to accommodate the Torres Strait Islander flag.
Timeline	Completed by end of Semester 1, 2023.
Action 10	Take Action Against Racism
Commitment	Racism can have serious negative consequences for the peoples who experience it, for those who witness it, and for our wider society. When racism is properly understood it is easier to overcome. We commit to building awareness of what racism is, the impacts of racism and how to respond effectively when it occurs, through an anti-racism strategy tailored to the needs of our school.
Goal	We will improve the level of understanding of racism and its harmful effects throughout the School community.
Assigned to	Rachelle Rae and Scott Doran.
Measurable target	<p>We will address race-based discrimination and support diversity in Haileybury's schools and early learning centres.</p> <p>Haileybury's Wellbeing program will also include lesson intentions that will teach key anti-racism principles and guide discussions with children and students including:</p> <ul style="list-style-type: none"> › increasing empathy › raising awareness › providing accurate information › recognising incompatible beliefs › increasing personal accountability › breaking down barriers between groups › increasing organisational accountability.
Timeline	Completed by end of Semester 1, 2023.

RAP actions

Opportunities

Opportunities in the Classroom

Action 11 Curriculum Planning

Commitment	<p>Embedding Aboriginal and Torres Strait Islander histories and cultures in curriculum planning, development and evaluation processes is a key and ongoing consideration across all year levels and learning areas.</p> <p>Curriculum documents will be audited on an ongoing basis to identify opportunities for strengthening First Nations perspectives and stories within the curriculum. Where possible, this will occur in consultation with local community representatives.</p> <p>Each campus will remain cognisant of teaching recommendations from local Indigenous Councils, making curriculum and teaching adjustments as required.</p>
Goal	Haileybury will provide students with a deeper understanding of Aboriginal and Torres Strait Islander histories and cultures through meaningful and authentic integration of First Nations stories and perspectives in our curriculum framework.
Assigned to	Nicole Cunningham and Rhiannon Rowe.
Measurable target	Heads of Department will be led by senior representatives who have consulted with local Indigenous groups to discuss opportunities to include Indigenous perspectives in curriculum planners. If consultation is not possible, curriculum leaders will scrutinise planners to add Indigenous histories and stories. Support may be sought from Haileybury Rendall School.
Timeline	Completed by end of Semester 1, 2023.

Opportunities around the School

Action 12 Inclusive Policies

Commitment	<p>Our internal policies have been or will be amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia. This includes the explicit inclusion of Aboriginal and Torres Strait Islander peoples in and when advertising positions internally and externally.</p> <p>All staff in our school are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander peoples and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. We have a plan in place to ensure that all staff comply with these policies in their daily practice.</p> <p>We commit to reviewing all internal policies to ensure explicit language is used to include Aboriginal and Torres Strait Islander peoples across all areas of the School.</p>
Goal	<p>Our policies will be inclusive of Aboriginal and Torres Strait Islander peoples and help shape an understanding of their histories and cultures.</p> <p>Our policy documents will be revised to ensure Aboriginal and Torres Strait Islander peoples are included explicitly in policies related to attracting new staff and retaining staff. These documents will also ensure that there is an inclusive and welcoming environment for Indigenous students, so that they feel recognised within the School's policy framework. Non-Indigenous students should also be cognisant of these policy documents to ensure that they can facilitate in the creation of this environment.</p>
Assigned to	Nicholas Waxman and Victoria Paitaridis.
Measurable target	Revise policy documents relating to attracting and retaining staff, to ensure Aboriginal and Torres Strait Islander peoples are included.
Timeline	Completed by end of Semester 1, 2023.

Action 13 Staff Engagement with RAP

Commitment	We are committed to sharing and educating all staff on the Haileybury RAP (Reconciliation Action Plan) to ensure they understand and deliver on the plan in a meaningful and sustainable way. All staff will be invited to be involved in the ongoing development of the Plan on a semester basis.
Goal	The Haileybury RAP Committee will implement opportunities to promote RAP awareness for all staff by hosting a RAP launch, sharing the RAP and RAP resources and PD on the Hub, holding regular RAP information sessions through Town Halls or Academic/Non-Academic meetings, and inviting involvement from Narragunnawali elders.
Assigned to	Lorinda Nursalam and Nicole Steyn.
Measurable target	<p>To launch our RAP to Haileybury staff, we will hold a RAP Launch Party on 16 March 2023 and invite Willie Pepper and elders to deliver a Welcome to Country and a smoking ceremony to celebrate our involvement.</p> <p>The Acknowledgement of Country will be added to our School email signatures.</p>
Timeline	Completed by end of Semester 1, 2023.

Opportunities with the Community

Action 14 Celebrate RAP Progress

Commitment	We are committed to begin this process and will continuously reflect 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.
Goal	We will inform our wider school community of the progress of our Reconciliation Action Plan and publicly celebrate the RAP launch, new initiatives and relationships.
Assigned to	Lisa Christopher, Gina Kelly, Janeanne Lee and Mark Reed.
Measurable target	Term 1 Start-up launch to staff to be facilitated by Scott Doran. Semester 1 official launch with smoking ceremony and official party, guest, elders and local community, date and location to be confirmed with Wurundjeri Elder or consultant. Marketing to create authentic posts that celebrate culture, contributions and Haileybury's commitment to initiatives across all Haileybury social and published media and communications. Including celebration of special dates. Celebrate achievements as they occur on the RAP Hub page, also create 'Announcements' to direct traffic to the RAP Hub page.
Timeline	Completed by end of Semester 1, 2023.

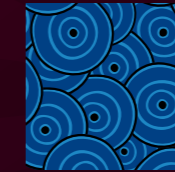
Our artist

In 2015, under the leadership of Director of Haileybury Sport, Sean Allcock, we conducted several conversations with Steve Parker an Indigenous artist and ex pro-surfer as we designed artwork for a Haileybury Sport uniform to be worn during Reconciliation Week.



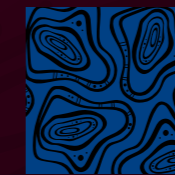
He recommended we include the eagle Bunjil. Bunjil is the spirit God and creator for the Boonwurrung. Bunjil is always looking over Boonwurrung land, he will give you safe passage if you respect the land and the children of the Boonwurrung.

As we designed this artwork together, Steve spoke to us about the Boonwurrung land. The land is known for its mix of water and country.

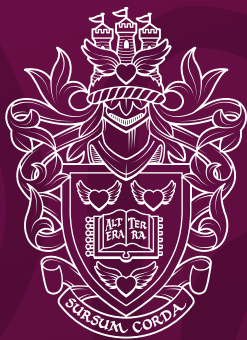


He wanted us to include water as this was significant with our geographical proximity to Port Phillip Bay. The circles are Nairm Marr (Port Phillip Bay) & Warreeny (sea/ocean).

Working together with Steve, we started to sketch out our thoughts keeping in-line with Indigenous traditions.



The Boonwurrung is a combination of water and country. We wanted this represented in our artwork. The lines represent land (biik) or country.



HAILEYBURY

855 Springvale Road
Keysborough Victoria 3173
haileybury.com.au



NAKRA
GUNNA
WALI