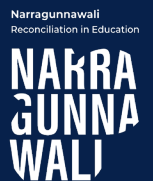


Reconciliation
ACTION PLAN

March 2026 to March 2027





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Acknowledgement OF COUNTRY

At **Pacific Lutheran College**, we acknowledge the **Gubbi-Gubbi and Kabi-Kabi Peoples** continued connection to this land, waterways, and culture.

For generations on this Country, Wira has flowed, Bula has flashed, Buran has blown, and Mumba has rolled.

We pay our respects to all First Nations People within our community and across all nations.

As a unique part of Gods creation, we respect this land, which continues to be a place of learning and connection.

We honour our responsibility to continue our shared understanding of this country. **Old or new.**



Vision FOR RECONCILIATION

At **Pacific Lutheran College**, situated on the Traditional Lands of the Kabi Kabi people. **We envision** a future where reconciliation is woven within the fabric of our College community. **We recognise** that this Land has been a place of learning, and teaching for generations. Guided by respect, understanding, and collaboration, we strive to foster a culture of unity, equality, and empowerment for all.

Our vision for reconciliation action acknowledges and honours the rich heritage, culture, and contributions of the Kabi Kabi people as the Traditional Custodians of the Land, and we seek to promote authentic relationships built on trust, mutual respect, and shared responsibility. **We recognise** the importance of listening and truth-telling from the wisdom and experiences of First Nations People as we walk and work together towards reconciliation.

Through this vision for reconciliation action, **Pacific Lutheran College** aspires to create a community characterised by reconciliation, opportunity, and social justice. We acknowledge that this journey is ongoing and requires our entire college community's commitment and active involvement. We can create positive change, forge meaningful connections, and build a more inclusive and equitable future for all.

The **love of God** calls us to live in a connected community. Our faith calls us to walk the path to reconciliation together.

We continue this journey as one.

RAP WORKING GROUP

NAME	POSITION	NAME	POSITION
Damian Davis	Staff (teaching)	Robert Belchamber	Staff (non-teaching)
Josh Cummins	Staff (teaching)	Kim Bonello	Staff (teaching)
Jo Belchamber	Staff (teaching)	Kylea Fern	Staff (teaching)
Brad Burdon	Staff (teaching)	Mark Winter	Staff (teaching)
Bronwyn Dolling	Principal / Director	Kirsty Ridley	Staff (teaching)
Ali Wedding	Staff (teaching)		

Relationships IN THE CLASSROOM

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.

Relationships AROUND THE SCHOOL

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.

Relationships WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
Welcome to Country	Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been apart 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.

Respect IN THE CLASSROOM

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.

Respect AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT
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.

Respect WITH THE COMMUNITY

RAP ACTIONS	COMMITMENT
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.

Opportunities IN THE CLASSROOM

RAP ACTIONS	COMMITMENT
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.

Opportunities AROUND THE SCHOOL

RAP ACTIONS	COMMITMENT
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.

Opportunities WITH THE COMMUNITY

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.