



BRISBANE **STATE HIGH** SCHOOL

Reconciliation Action Plan

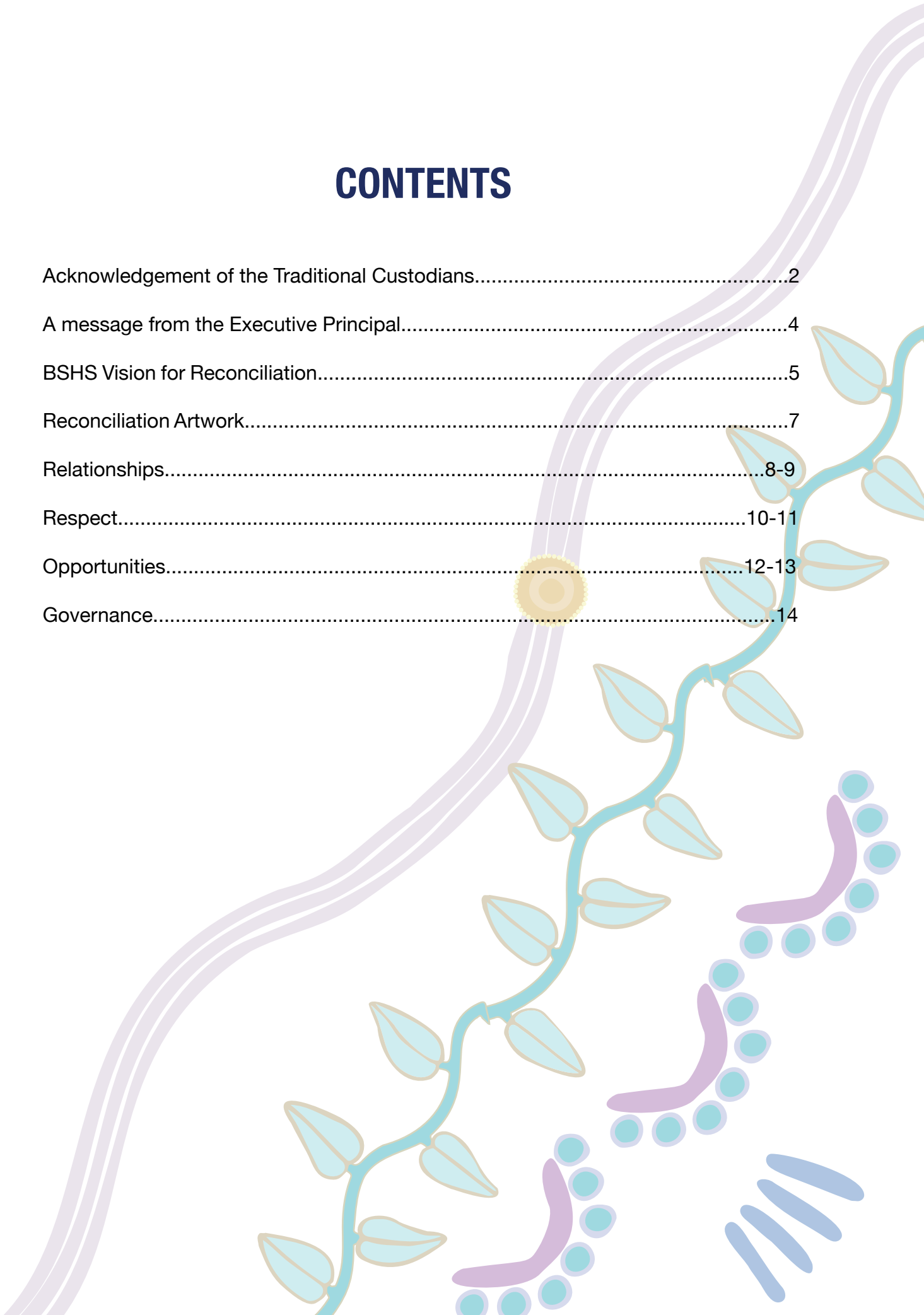


ACKNOWLEDGEMENT OF THE TRADITIONAL CUSTODIANS

At Brisbane State High School, we acknowledge the Jagera and Turrbal Peoples, Traditional Custodians, who are the keepers and preservers of the land, waterways, and skies where our school now stands. In the spirit of reconciliation, we honour and respect their Elders past, present and emerging. We extend that respect and gratitude to Aboriginal and Torres Strait Islander Peoples here today, acknowledging that these have always been places of teaching and learning.

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A MESSAGE FROM THE EXECUTIVE PRINCIPAL

I was inspired, in 2022, when I heard a Yuggera man speak at the launch of the Mater Hospital Reconciliation Action Plan. His message was, “Don’t be afraid of getting reconciliation wrong, just start.” When I heard that, it provoked me to think about all the hesitation I had about causing offence, about how much I understood, about my staff and about our community. It was like someone was saying to me, “You’ve known how important this work is, when are you going to do your bit to lead?” To lead, not a perfect process, but to lead in sending a message to everyone that this is important work, that we are serious about it and that it is about community rather than me or the school. So, we started. We talked about how we send a strong message that this is a culturally safe space. We talked about how we could start building relationships, respect and understanding. We started talking about how, over time, we could move towards reconciliation.

Reconciliation must live in the hearts, minds and actions of all of us as we move forward, creating a nation strengthened by respectful relationships between the wider Australian community, and Aboriginal and Torres Strait Islander Peoples.

We all have a role to play when it comes to reconciliation, and in playing our part we collectively build relationships and communities that value Aboriginal and Torres Strait Islander Peoples, histories, cultures, and futures.



Wade Haynes
Executive Principal

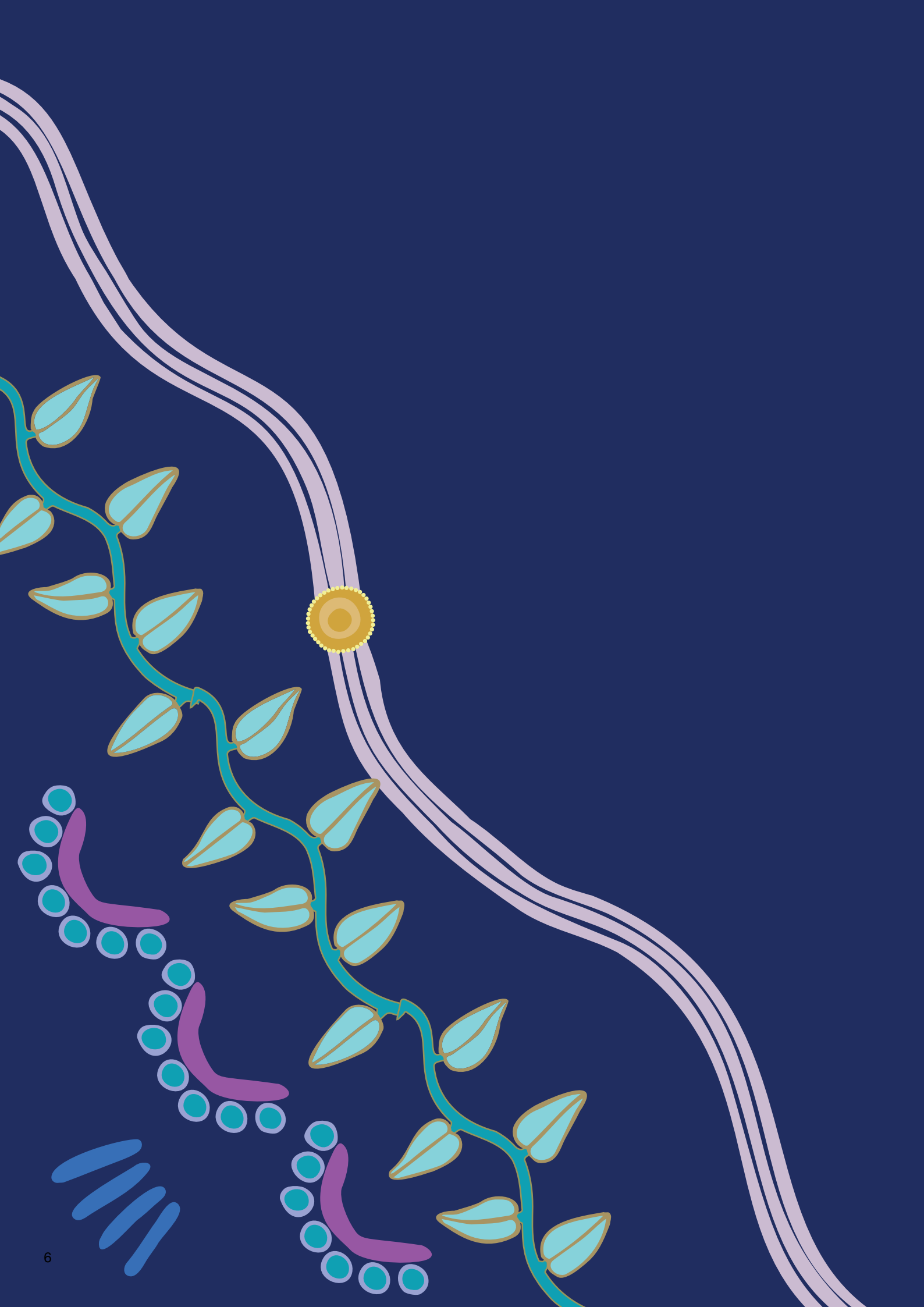
BSHS VISION FOR RECONCILIATION

At Brisbane State High School, we envision a future where all individuals, of any culture, background, or identity, come together in a spirit of mutual respect, understanding, and reconciliation. To us, reconciliation lives in the hearts, minds, and actions of all Australians. Reconciliation is everyone's business.

Our Reconciliation Action Plan – *Reflect*, aims to strengthen relationships between Indigenous and non-Indigenous Australians, foster greater respect for cultures and traditions, and celebrate the rich diversity of our community.

We believe that reconciliation is an ongoing process that requires diligence, persistence, and dedication. We nurture and embrace relationships to build understanding, collaboration, and shared learning opportunities. We are committed to educating our students and staff about Indigenous cultures, histories, and perspectives, as our First Australians People's cultures and knowledge form an integral part of our teaching and learning.

Our aspiration for reconciliation is to create a brighter and more equitable future for all Australians. It is about acknowledging the past, celebrating our differences, and coming together to build a more inclusive and respectful community.



RECONCILIATION ARTWORK



The Artist

Jennifer Kent (Lead Artist, Manamana Dreaming) is a multicultural Australian with First Nations Ancestry from the Quandamooka, Jinibara and Wakka Wakka Tribes of South East Queensland and of the Darumbal Tribe of the Central East Coast of Queensland. Jennifer grew up in Mt Isa and Townsville, and also has kinship with the Waluwarra and Kalkadoon Tribes of North West Queensland. Jennifer's maternal lineage shares Irish, English and Chinese Ancestry as well. With a background in Education, Jennifer enjoys sharing Contemporary First Nations Artistry with students of all ages from Early Childhood to adults.

The Artwork:

Titled '*Reconciliation Mural*', this artwork celebrates our diverse school community, uniting in one project to create a vibrant and reflective artwork that recognises and celebrates Australian First Nations Peoples and Heritage.

The mural incorporates a collection of the original native flora and fauna of the lands, waterways and skies where Brisbane State High School now stands. These include the Emu, Goanna, Quandong, Midyim, Echidna, Kangaroo, Mangrove Jack and Tulipwood. Significant waterways and landmarks also stretch across the mural. The Moreton Bay Fig Tree is also represented in the mural through twelve leaves that are scattered through the mural.

Inspired by Education, the learning growth vine represents a leaf for each year level, starting from Year 7 and growing upwards to the sun, reflecting Year 12. The school values and significance of relationships within our school and the wider community are also represented throughout the mural.

As our valued commitment to Reconciliation, Brisbane State High School students, staff, parents and wider community members came together during 2023 Reconciliation Week and added their mark to the '*Reconciliation Mural*'.



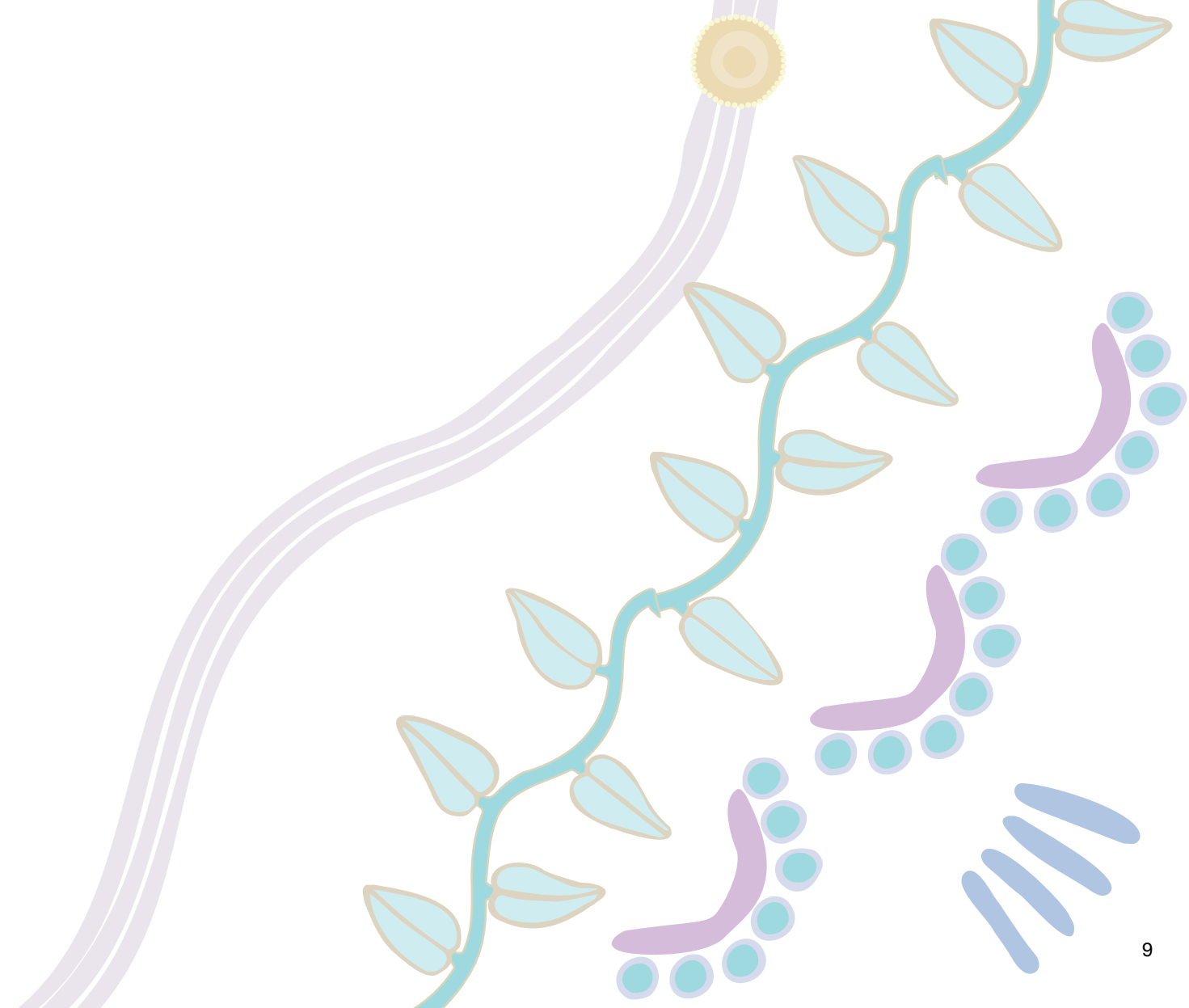
The above is an excerpt from the '*Reconciliation Mural*' created by Jennifer Kent. The full mural is on display at Brisbane State High School.

RELATIONSHIPS

Relationships are critical to achieving reconciliation. We are committed to strengthening mutually beneficial partnerships with Aboriginal and Torres Strait Islander Peoples, communities, and organisations. We understand the importance of engaging with our local First Nations communities to help maintain a culturally safe place of learning and belonging for all at Brisbane State High School.

ACTION	DELIVERABLE
1. Establish a Reconciliation Action Plan (RAP) Working Group at Brisbane State High School.	1.1 Form a working group that supports the implementation of a Reconciliation Action Plan (RAP) – Reflect, at Brisbane State High School.
	1.2 RAP Team members are a collaboration of Aboriginal and Torres Strait Islander Peoples (staff and wider community members) and Brisbane State High School staff.
2. Establish and strengthen internal and external relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	2.1 Develop mutually beneficial connections with Aboriginal and Torres Strait Islander Peoples, communities, stakeholders and organisations within our local community that are founded on respect, trust, and inclusiveness.
	2.2 Research and enact best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.
3. Participate and celebrate National Reconciliation Week (NRW).	3.1 Host an NRW event for Brisbane State High School students, staff and families, which also incorporates members of our community’s sphere of influence.
	3.2 Hold a special event with our school (students, staff and families), local community members and contributors to our RAP to launch our Reconciliation Action Plan – Reflect.
	3.3 Encourage and provide information / opportunities (staff, students, and families) to participate in external NRW event/s.
4. Raise internal and external awareness of our RAP.	4.1 Develop and implement a strategy to communicate our commitment to reconciliation (our RAP) with our sphere of influence.

	4.2 Ensure the RAP is publicly available on the Brisbane State High School website.
5. Reconciliation Networks.	5.1 Establish networks with external groups that are committed to reconciliation to mutually support and collaboratively progress reconciliation initiatives.
6. Dedicated space for reconciliation.	6.1 Establish the Brisbane State High (physical) Yarning Circle – a cultural and learning space dedicated for Aboriginal and Torres Strait Islander students, all State High students and staff, families, and community members.
	6.2 Provide professional learning opportunities / resources to staff to encourage the use of the yarning circle as a teaching and learning strategy to enhance students' understanding of Aboriginal and Torres Strait Islander knowledge and ways of working.



RESPECT

We are committed to embracing reconciliation as part of our everyday practice. We will demonstrate this through the acknowledgement of First Nations Peoples of Australia, and providing opportunities for staff and students to learn more about the importance of our history so that we can move forward together.

ACTION	DELIVERABLE
<p>7. Visibly demonstrate respect and share our vision for reconciliation for Aboriginal and Torres Strait Islander cultures.</p>	<p>7.1 Display a physical, durable Acknowledgement of Country (plaque), at the entrance points of our school.</p>
	<p>7.2 Display the Brisbane State High School RAP Artwork across campus. Each piece to also include additional learning / resource information that outlines Artist, First Nations history, cultural significance, connection to place and belonging at Brisbane State High School.</p>
	<p>7.3 Increase staff understanding of purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</p>
	<p>7.4 Develop a list of key contacts for organising a Welcome to Country. When possible, a Traditional Owner is to present Welcome to Country at Brisbane State High School significant events.</p>
	<p>7.5 Encourage staff to include Acknowledgement of Country at the commencement of important meetings.</p>
	<p>7.6 Engage with Elders for cultural guidance and permission when utilising Aboriginal and Torres Strait Islander images, colours and designs at Brisbane State High School.</p>
	<p>7.7 Fly and/or display Aboriginal and Torres Strait Islander flags all year round (on campus and/or at the location of a significant event) to demonstrate pride and respect for Australia's First Peoples.</p>

8. Engage staff in continuous cultural learning opportunities to increase understanding and appreciation of Aboriginal and Torres Strait Islander cultures, histories, and achievements.	8.1 Professional cultural learnings – provide opportunities for staff to build and extend knowledge and understanding of Aboriginal and Torres Strait Islander cultures.
	8.2 Support teachers with embedding the Australian Curriculum ‘Aboriginal and Torres Strait Islander Histories and Cultures’ cross-curriculum priority.
9. Participate, celebrate, and educate about significant Aboriginal and Torres Strait Islander cultural events.	9.1 Develop a plan to acknowledge and celebrate days of National Significance for Aboriginal and Torres Strait Islander Peoples and reconciliation: NAIDOC Week, National Sorry Day and Reconciliation Week.
	9.2 Provide opportunities for Aboriginal and Torres Strait Islander students to participate with their cultures and communities during NAIDOC Week.
	9.3 Teach about Reconciliation: the concept, history and progress of reconciliation in Australia.
	9.4 Provide opportunities and encourage RAP Working Group and Aboriginal and Torres Strait Islander students to participate in external to school NAIDOC Week activities.

OPPORTUNITIES

We are committed to working closely with local community groups and networks to strengthen opportunities among Aboriginal and Torres Strait Islander Peoples, to help close the gap and enhance the diversity of our school.

ACTION	DELIVERABLE
<p>10. Aboriginal and Torres Strait Islander Languages</p>	<p>10.1 Teach and learn about Aboriginal and Torres Strait Islander languages, including the language specific to our local area of Brisbane State High School, Yuggera and Turubul language.</p>
<p>11. Promote Brisbane State High School as a viable option for Aboriginal and Torres Strait Islander students.</p>	<p>11.1 Where needed, provide assistance via: financial, uniform, scholarships, bursary funding, and implementing services to support the academic (attendance, effort, behaviour, engagement and achievement) progression of our Aboriginal and Torres Strait Islander students.</p>
	<p>11.2 Celebrate educational and extra-curricular successes of our Aboriginal and Torres Strait Islander students with our sphere of influence.</p>
<p>12. Pathways and scholarship opportunities for our Aboriginal and Torres Strait Islander students.</p>	<p>12.1 Support our Aboriginal and Torres Strait Islander students to reach the requirements (in Year 10, 11 and 12) for QATSIF scholarship.</p>
	<p>12.2 Support our Aboriginal and Torres Strait Islander students with pathway planning (from Year 7 to Year 12 and Beyond State High), where possible engaging students (whilst at State High) with pathway opportunities, whether that be through tertiary institutions, vocational pathways and/or work pathways.</p>
<p>13. Increase partnerships with Aboriginal and Torres Strait Islander organisations to better support health and wellbeing outcomes for Aboriginal and Torres Strait Islander students.</p>	<p>13.1 Establish partnerships with Aboriginal and Torres Strait Islander communities / health organisations / service providers to best support our Aboriginal and Torres Strait Islander students and families.</p>

	<p>13.2 Provide onsite GP health care, which includes no cost subscription medication for Aboriginal and Torres Strait Islander students.</p>
<p>14. Aboriginal and Torres Strait Islander staff recruitment, retention and professional development.</p>	<p>14.1 Identify Aboriginal and Torres Strait Islander staff at Brisbane State High School and inform of future employment and professional development opportunities, especially through the DPP process.</p>
	<p>14.2 Promote employment opportunities (teaching and non-teaching) at Brisbane State High School to Aboriginal and Torres Strait Islander Peoples.</p>
<p>15. Reconciliation Awards and School Graduation Ceremony</p>	<p>15.1 Establish avenues for acknowledging students, staff and community members that embody the spirit of reconciliation throughout the year.</p>
	<p>15.2 Introduce sashing (a cultural acknowledgement presented to the students by an Elder) at Year 12 Graduation Ceremony for graduating Year 12 Aboriginal and Torres Strait Islander students.</p>

GOVERNANCE

We are committed to monitoring the progress and implementation of our RAP.

ACTION	DELIVERABLE
<p>16. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.</p>	<p>16.1 Form a RAP Working Group to govern our school's RAP implementation.</p>
	<p>16.2 Define resources needed for RAP development and implementation.</p>
<p>17. Report RAP achievements, challenges, and learnings internally and externally.</p>	<p>17.1 Report our RAP achievements, challenges and learnings with our sphere of influence.</p>
<p>18. Review RAP.</p>	<p>18.1 Establish appropriate systems and capability to track, measure and report on RAP commitments.</p>
	<p>18.2 Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</p>
<p>19. Continue our reconciliation journey through development of our following RAP.</p>	<p>19.1 If seeking Reconciliation Australia endorsement:</p> <ul style="list-style-type: none"> o Liaise with RA to develop new RAP. o Submit draft RAP. o Submit draft for RAP endorsement.

