



LINDISFARNE
Anglican Grammar School

REFLECT **RECONCILIATION ACTION PLAN**

May 2023 - May 2025

THE COVER

Artwork by Narelle Urquhart

This painting depicts Lindisfarne Anglican Grammar School coming together in reconciliation on Bundjalung Country with its First Nations students, staff and community.

Through the cross, and God's living word we can bear much fruit that plants seeds of change, creating an eternal legacy.

Our traditional custodians have cared for country for a millennia. We are blessed to call this place home, with the Tweed River, traditional sites, ocean, waterholes and foliage. This place is a place of abundance.

About the Artist

Narelle Urquhart born in 1971 is a Wiradjuri woman from central New South Wales with connections into the Bundjalung Nation of the Northern Rivers.

Narelle is an accomplished artist who has been painting since the age of 17. Her pieces show the beauty that lies deep within her culture both past and present. Her art has been highly recognised with two government illustrations which were launched in Parliament House Canberra, children's book illustrator, numerous awards, a short film for ABC Open, as well as running a successful art business. She is currently employed at Lindisfarne Anglican Grammar School as the First Nations Cultural Engagement Coordinator.

Narelle has lived in the Gold Coast and Northern Rivers Region for 23 years, has four children, three grandchildren and loves to be involved in her community.



About the Artwork



Representing the students,
Teachers and community.



Lilly Pilly tree, rivers and seas.



Waterholes and seeds. Seeds
representing change and an eternal
legacy.



A man with a beard and short dark hair, wearing a green button-down shirt and grey trousers, is seated on a red stool. He is playing a didgeridoo, holding it with both hands. The background is a stage with a large, out-of-focus banner that reads "Senior School Foundation Day 2023". The lighting is warm and focused on the man.

ACKNOWLEDGEMENT OF COUNTRY

In the spirit of reconciliation, we acknowledge the Traditional Owners and Custodians of the Country on which we live, play, learn and work.

We pay our respects to the Elders of the Bundjalung Country, past, present and emerging. We extend that respect to all Aboriginal and Torres Strait Islander peoples.

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The Gudjinburra Dance Group.
Performance at Lindisfarne's Senior School
Foundation Day Service, 2023.

PRINCIPAL'S MESSAGE

Dear members of the Lindisfarne Anglican Grammar School community,

It is with a profound sense of responsibility and optimism that I present our Reconciliation Action Plan (RAP), outlining our commitment to the journey of reconciliation and understanding that we are embarking on as a school community.

Recently, in the Weekend Australian Magazine, one of our greatest living Australians, Noel Pearson, wrote of a layered Australian identity with three strands of an 'epic' story: "Our ancient heritage, our British inheritance, and our multicultural triumph." Pearson's words resonate deeply with the ethos of our RAP, reminding us of the deep-seated yearning for reconciliation in the heart of our nation, an aspiration we at Lindisfarne Anglican Grammar School share.

Our RAP is a pledge to address this yearning. Through it, we recognise our duty to educate our students about the rich history, traditions, and cultures of Australia's First Nations people. We understand our responsibility to acknowledge the lasting effects of colonisation, dispossession, and forced assimilation. Our RAP is our promise to work diligently towards redressing past injustices, generational hurt, and suffering.

Reconciliation is about acknowledging past wrongs and striving toward a future built on mutual respect, understanding, and equality. It involves honouring the unique cultural identity of Australia's First Nations people, their history, traditions, ongoing contributions to our society, and most importantly, their enduring connection to Country.

Throughout my life, I have had the privilege of living, learning, and working on the lands of Waka Waka, Barunggam, Pita Pita, Kalkadoon, Gubbi Gubbi, Minang, and Bundjalung. These experiences have deepened my understanding of the value of recognising and honouring the Indigenous cultures, histories, and traditions, a sentiment we aspire to instill in our students and school community.

Our vision for Lindisfarne Anglican Grammar School is to cultivate a community that nurtures culturally safe and inclusive relationships for Indigenous and non-Indigenous students, staff, and families. We are dedicated to fostering understanding and respect for Indigenous cultures, histories, and traditions. We aim to create an environment where Indigenous students and young people feel valued, respected, and where their experiences and perspectives are heard and understood.

During our 2023 Middle School Foundation Day Service, we took a significant step towards this vision with the opening, dedication, and blessing of our Reconciliation Outdoor Chapel. This place will be a sanctuary for all members of our school community, a place for healing, conversation, reflection, and most importantly, a place where we can gather to learn from each other.

In the coming months, we will also be introducing an Indigenous Scholarship and Bursary program to provide opportunities for local First Nations Students. This initiative is a tangible commitment to our role in closing the Gap, and we look forward to working with our community to make this a reality.

Our RAP is an invitation to all members of our school community to join us on this journey towards reconciliation. We have a unique opportunity to contribute to national healing and relationship-building between Indigenous and non-Indigenous Australians. I invite each and every one of you to walk this path with us, as we strive to create an equitable, just, and inclusive community where we can learn together in mutual respect and understanding.

Thank you for your commitment, passion, and support as we embark on this significant journey.

Stuart Marquardt
Principal



MESSAGE FROM THE RAP WORKING GROUP

During our Foundation Day Services in May 2023, Lindisfarne Anglican Grammar launched its Reconciliation Action Plan (RAP) as well as opened and blessed the Reconciliation Outdoor Chapel.

The RAP document was developed over a period of 12 months by the Working Group, comprising students, staff, parents and local First Nations community members.

Our RAP vision statement is; "Lindisfarne Anglican Grammar School strives to nurture a community that fosters culturally safe and inclusive relationships for Indigenous and Non-Indigenous students, staff and families. Through open, honest teachings and truth tellings, we aim to respect and learn deeply from the enduring connection First Nations people have to Country."

With the emphasis on reconciliation, and in particular with our RAP, Lindisfarne Anglican Grammar School acknowledges the Ngandowal and Minyungbal people of the Bundjalung Country, in particular the Goodjinburra, Tulgi-gin and Moorung-moobah clans, as being the Traditional Owners and Custodians of the land and water we sit upon, learn, play, live, pray and work.

As our school community reaches north of the Tweed Coast into southeast Queensland, we also acknowledge the Yugambeh language group of peoples.

Our family of parents, teachers, friends and students past, present and future is committed to developing our relationship with the wider Aboriginal and Torres Strait Islander community through our RAP.

We also acknowledge the invaluable contribution Aboriginal and Torres Strait Islander students, staff and parents make to our community.

At Lindisfarne, we intentionally teach and live the values of compassion, wisdom, and respect. In the spirit of reconciliation, our RAP aims to ensure the presence of First Nations peoples in all that we do.

Our philosophy of educating the whole child, which takes place both inside and outside the classroom, will now have at its heart a series of embedded strategic goals focused on shaping a worldview of who we are, a world that will always include our First peoples.

With our RAP Document and the actions that will be implemented as a result of it, we commit to creating a better future for all Australians, and an ongoing appreciation and understanding of Indigenous culture, art, history, lore and achievements.

The Reverend Constantine Osuchukwu and
Mrs Judy McCue

Members of the RAP Working Group



Pictured: Students, staff and members of the RAP Working Group at the official launch of the Reconciliation Action Plan (RAP) during the 2023 Middle School Foundation Day Service.

RAP VISION STATEMENT

Lindisfarne Anglican Grammar School strives to nurture a community that fosters culturally safe and inclusive relationships for Indigenous and Non-Indigenous students, staff and families.

Through open, honest teachings and truth tellings, we aim to respect and learn deeply from the enduring connection First Nations people have to Country.

The Gudjinburra Dance Group.
Performance at Lindisfarne's Middle School
Foundation Day Service, 2023.



OUR HISTORY

Understanding our story and our history is an important part of any community's sense of identity and purpose. Remembering our strong foundations is a part of how we celebrate our present and look with hope to the future.

Lindisfarne Anglican Grammar School was established as a small Christian primary school in 1981 through an initiative of Canon Ron Dyson and parishioners of St Cuthbert's Church, Tweed Heads. Founded as St Cuthbert's Christian School, the first students attended class in the St Cuthbert's Church hall whilst their classrooms were finished at the current Junior School site on Sunshine Avenue, Tweed Heads South.

The facilities of the original campus at Sunshine Avenue were progressively extended until secondary schooling was introduced in 1995 and the Lindisfarne community worked to establish a second campus in Terranora following a donation of land from the Bedser family.

The following year the Secondary School students relocated to the new site in Mahers Lane, and the education opportunities continued to expand across the School with

the establishment of the Early Learning Centre in 1998. Lindisfarne continued to see progressive growth in student enrolments before a period of prolonged stability. Over the last five years, Lindisfarne has shown strong growth in enrolments and opportunities and is now a thriving school to over 1,950 students from Preschool to Year 12.

The purchase of The Boathouse and land acquisitions adjacent to the Mahers Lane campus formed the start of the Master Plan that includes the completion of a 12 classroom, three-storey Middle School Centre (December 2021), completion of a new Early Learning Centre (December 2022) and the imminent construction of a new Senior Centre planned for the Mahers Lane campus. Recently an additional block of land was secured adjacent to the Sunshine Avenue campus in Tweed Heads South.



Understanding
our story and
our history is an
important part of
any community's
sense of identity
and purpose

THE LINDISFARNE WAY

OUR PURPOSE

Lindisfarne Anglican Grammar School is a high quality, independent, Anglican, co-educational grammar school that serves the southern Gold Coast, Tweed Coast and northern New South Wales. We seek to provide the distinctive identity, relationships, learning and leadership that support our staff and families to work together to meet our high expectations for the achievement and holistic development of our students in our local, national and international communities.

OUR VALUES

Within our Anglican tradition, we value:



Compassion

Building genuine relationships through generosity of spirit and care for others.

RAP - Extra compassion and sensitivity to Indigenous needs.



Wisdom

Gaining the knowledge, understanding, skills and character that comes from learning.

RAP - Ask our Elders...and then Listen/Respond



Respect

Appreciating all within our environment and leaving an honourable legacy for those who follow.

RAP - Lands, Waters, People and Spirit

OUR TEAM

Reconciliation Action Plan Working Group

COMMUNITY

Uncle Victor Slockee
Nicole Rotumah
Matthew Schneider
Rory Togo

STAFF

Stuart Marquardt
Constantine Osuchukwu
Narelle Urquhart
Caroline Jeffries
Iysha Blenkinsop
Michelle Donohue
Jo Hetherington
Judy McCue
Amber Phillips
Linda Terry

STUDENTS

Nate Blenkinsop
Scarlett Blenkinsop
Chloe Guye (Lindisfarne alumna)
Theodore Houghton
Ashton Schneider



Pictured: Members of the Reconciliation Action Plan (RAP) Working Group



Rap Action: RELATIONSHIPS

Lindisfarne Anglican Grammar School's staff and students engaging in festivities commemorating Reconciliation Week 2023.




ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 1 Aboriginal and Torres Strait Islander People in the Classroom</p> <p>Lindisfarne Anglican Grammar School is committed to welcoming First Nations people into our classrooms to enhance teaching and learning activities.</p>	<p>1a. RAP Working Group will support teachers to invite First Nations people into the classroom to share their cultural knowledge and heritage with students. The ELC Bush Program and spaces will also be used as opportunities for our students to engage with First Nations people in order to share their knowledge, culture, arts, histories and experience.</p> <p>1b. RAP Working Group will recommend that the school employs local community Elders and members to engage with children in the classroom.</p> <p>1c. RAP Working Group will conduct a School-wide review or audit into First Nations guests that have been invited, at which year-levels, and how often.</p> <p>1d. RAP Working Group will explore the possibility of an Elders In Residence and/or RAP Ambassador's program for our subschools.</p>	<p>2023*</p> <p>2023*</p> <p>2023*</p> <p>2023*</p>	<p>First Nations Cultural Engagement Coordinator Local First Nations Representative RAP Working Group</p> <p>RAP Working Group</p> <p>RAP Working Group</p> <p>RAP Working Group</p>
<p>Action 1b Early Years Learning Framework</p> <p>The appreciation of our First Nations histories, culture, arts and heritage will be a key part of our ELC program.</p>	<p>1bi. ELC will address key updates in approved learning framework Version 2.0 - Greater focus on Aboriginal and Torres Strait Islander perspectives and integrating Western and Aboriginal and Torres Strait Islander knowledge and perspectives across all aspects of children's education and care practice.</p> <p>This acknowledges the important role of early childhood and school age education and care in the authentic advancement of reconciliation in Australia.</p>	<p>2023*</p>	<p>Director of ELC ELC Team</p>
<p>Action 2 Cultural Competence for Staff</p> <p>Lindisfarne Anglican Grammar School will continue to provide opportunities for staff to build and extend knowledge and understanding of First Nations cultures. In addition, we commit to supporting staff to independently explore and participate in cultural competency training and cultural awareness experiences.</p>	<p>2a. Lindisfarne Anglican Grammar School will involve Bundjalung people in the annual professional development of all our staff (including teaching, administration and maintenance, etc). For instance, all staff will be supported to attend relevant professional development workshop led by local First Nations people in the competency training, etc.</p> <p>2b. Lindisfarne Anglican Grammar School will provide opportunities for staff to be culturally competent, bearing in mind the staff's different knowledge bases and requirements. The School will advise staff of the online programs and workshops presented by Reconciliation Australia, as well as other relevant Professional Development workshops or programs that enhance cultural competency, education and training.</p>	<p>2022*</p> <p>2023*</p>	<p>First Nations Cultural Engagement Coordinator Year 5-8 Coordinators Chaplain Paul Paulson</p> <p>First Nations Cultural Engagement Coordinator Year 5-8 Coordinators Director of Professional Learning, Innovation and Partnerships Teachers Chaplain Local First Nations Community Representative</p>



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 3 Welcome to Country</p> <p>Lindisfarne Anglican Grammar School will coordinate a Welcome to Country for significant events. By doing this, we respect and recognise our local First Nations people as the traditional custodians of the Country where we live, work and play.</p>	<p>3a. Lindisfarne Anglican Grammar School will develop a protocol for a school-wide Welcome to Country at all formal school events and important occasions.</p>	<p>2023*</p>	<p>Heads of Subschoools, First Nations Cultural Engagement Coordinator Chaplain RAP Working Group</p>
	<p>3b. Lindisfarne Anglican Grammar School will commit to an annual budget allowance to allow Bundjalung Elders and First Nations representatives to give Welcome to Country at significant events during the year, including during Foundation Services, National Reconciliation Week, etc.</p>	<p>2023*</p>	<p>Principal Deputy Principal Finance Manager</p>
	<p>3c. When off site, RAP Working Group and other staff members will educate all Lindisfarne staff and students to also acknowledge and respect the Countries where school events are taking place.</p>	<p>2023*</p>	<p>RAP Working Group Teachers Year 5-8 Coordinators Heads of House</p>
<p>Action 4 Celebrate National Reconciliation Week</p> <p>Lindisfarne Anglican Grammar School will commit to celebrate National Reconciliation Week every year. NRW (27 June -3 July) is a time when our whole country learns about our shared histories, cultures, and achievements, and to progress our national reconciliation efforts.</p>	<p>4a. RAP Working Group to promote National Reconciliation Week to the school community .</p>	<p>2023*</p>	<p>First Nations Cultural Engagement Coordinator Chaplain, School Captains & Prefects</p>
	<p>4b. RAP Working Group will work with staff and students to organise school events in each of our subschoools during signficant cultural and historical dates e.g. Jarjums Day and Reconciliation Week, National Sorry Day, National Close the Gap Day, Smoking Ceremony to begin week.</p>	<p>2023*</p>	<p>RAP Working Group Teachers Local First Nations Community Representative</p>
	<p>4c. RAP Working Group will assist in organising an annual National Reconciliation Week Address by a well-known First Nations person.</p>	<p>2024*</p>	<p>RAP Working Group</p>
<p>Action 5 Build Relationships with Community</p> <p>Lindisfarne Anglican Grammar School will build relationships with the local First Nations community that are founded on mutual respect, trust and inclusiveness. These relationships will help advance our reconciliation efforts, as well as create opportunities for both First Nations and non-First Nations staff, students and community members.</p>	<p>5a. Lindisfarne Anglican Grammar School will seek to engage with the local First Nations people, in matters relating to language, protocols, cultural knowledge and heritage. This includes seeking advice on how to support Bundjalung language projects within the School.</p>	<p>2022*</p>	<p>First Nations Cultural Engagement Coordinator Members of the RAP Working Group</p>
	<p>5b. Lindisfarne Anglican Grammar School will visit the Minjungbal Aboriginal Cultural Centre as a regular excursion event for staff and students, and build relationships with the management. It's an expectation that every student and staff member will visit the local Minjungbal Aboriginal Cultural Centre before they leave Lindisfarne School.</p>	<p>2023*</p>	<p>RAP Working Group Chaplain Minjungbal Aboriginal Cultural Centre Representatives</p>
	<p>5c. RAP Working Group will establish a relationship with the Tweed Byron local Aboriginal Land Council.</p>	<p>2024*</p>	<p>RAP Working Group First Nations Cultural Engagement Coordinator</p>
	<p>5d. RAP Working Group will encourage staff and students to attend community events held by First Nations organisations.</p>	<p>2023*</p>	<p>RAP Working Group</p>

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
	5e. Lindisfarne Anglican Grammar School will support local First Nations businesses; invite them to Business Breakfast Networks, Dare to Dream Day and BEE Market Days.	2023	RAP Working Group Director of Community Engagement
	5f. RAP Working Group to communicate to staff, students, and families about RAP's vision statement, action items, and ongoing reconciliation efforts.	2023*	RAP Working Group First Nations Cultural Engagement Coordinator Director of Community Engagement
	5g. Our First Nations Cultural Engagement Coordinator will work towards developing programs and services that will contribute to improve educational outcomes of our First Nations students for the benefit of our whole school.	2023*	First Nations Cultural Engagement Coordinator Principal Chaplain
	5h. Lindisfarne Anglican Grammar School will ensure that mutual respect and trust at all times underpins our dealings and relationship with our First Nations peoples.	2023*	Senior Executive RAP Working Group Teachers
Action 6 Create Stakeholder List Lindisfarne Anglican Grammar School will create School's stakeholder list to assist with RAP implementation.	6. Lindisfarne Anglican Grammar School will maintain a list of First Nations communities, organisations and other key stakeholders within the local area to help implement RAP initiatives.	2023*	RAP Working Group First Nations Cultural Engagement Coordinator
Action 7 Reconciliation Projects Lindisfarne Anglican Grammar School will create "Reconciliation Outdoor Chapel" at Mahers Lane Campus and Indigenous yarning circles at both campuses.	7a. RAP Working Group to work with the Lindisfarne community to turn the Outdoor Chapel into a "Reconciliation Outdoor Chapel."	May 2023	First Nations Cultural Engagement Coordinator Principal Deputy Principal Director of Information Services, Facilities & Infrastructure Chaplain
	7b. RAP Working Group to work with the Lindisfarne Community and Parents and Friends Association to create yarning circles at both campuses.	2023-2024	Director of ELC Heads of Subschoools Director of Community Engagement President of Parents and Friends Association





Rap Action: RESPECT

Reconciliation is more than a word, it is a thought and it is the future.

Firstly, Reconciliation is a biblical and Christian principle.

We pray that reconciliation will bring us together to learn about our shared histories, culture and achievements.

This year our theme for Reconciliation Week is
"be a voice for generations"


So join us in being a "voice for generations"

Uncle Victor Slockee, Elder



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 8 Teach about Reconciliation</p> <p>Lindisfarne Anglican Grammar School will find meaningful ways to embed reconciliation into our school's core values, mission statement, ethos and vision. Our school community is committed to learning and teaching about reconciliation in Australia through the development of a Cultural Calendar that is embedded into the School Calendar and curriculum.</p>	<p>8a. In the classroom and within the school calendar, Lindisfarne Anglican Grammar School will celebrate, remember and observe important cultural dates (as below), these will become naturally embedded within the school calendar and make strides in engaging the whole school community in the RAP process.</p> <p>8b. Lindisfarne Anglican Grammar school will engage with community events within the First Nations cultural calendar to forge relationships with local First Nations communities and develop our presence as a school at these events; for example, our School will support the annual Kinship Festival held in Murwillumbah at the start of Reconciliation Week.</p> <p>8c. Lindisfarne Anglican Grammar School libraries will continue to update its resources to include relevant books, online resources, publications and articles that build awareness and understanding of Aboriginal and Torres Strait Islander histories, cultures, arts, wisdom, knowledge and contributions. Staff can access resources easily with links to curriculum and sources. These will be given prominence at significant First Nations events during the year, for example during Reconciliation Week, NAIDOC Week, National Sorry Day, Mabo Day and Close the Gap Day, etc.</p>	<p>2023*</p> <p>2023*</p> <p>2023*</p>	<p>RAP Working Group Directors of Faculties</p> <p>RAP Working Group Heads of Subschoools First Nations Staff Network School Captains and Prefects School Community</p> <p>First Nations Community Engagement Coordinator Director of Information Services, Facilities & Infrastructure Librarians</p>
<p>Action 9 Explore Current Affairs and Issues</p> <p>Our School will prioritise professional learning for teachers that will support them in delivering authentic, informed and culturally aware lessons and curriculum.</p> <p>We are committed to raising awareness of the current affairs and issues affecting First Nations that would enhance the process of reconciliation. Through our policies, procedures and curriculum, we will incorporate these in our school's ethos and values.</p>	<p>9a. Lindisfarne Anglican Grammar School staff will be supported to address the Curriculum 'gap' in First Nations history and issues by conducting a Curriculum audit and developing a scope and sequence by the RAP Working group. E.g, staff to register for and engage with the RAP Action Series Webinar 3: 'Inclusive Policies' & 'Explore Current Affairs and Issues' and the Reconciliation in Action Webinar Series found on the Narragunnawali website.</p> <p>9b. Lindisfarne Anglican Grammar School will subscribe to Aboriginal and Torres Strait Islander publications to explore news and issues significant to Aboriginal and Torres Strait Islander people and reconciliation as well as to support a conversation around news and issues.</p> <p>9c. First Nations Cultural Engagement Coordinator will create and communicate an annual calendar of Aboriginal and Torres Strait Islander dates and events of significance to all staff. This will be included in the "Week Ahead" document published to all staff.</p>	<p>2023*</p> <p>2023*</p> <p>2023*</p>	<p>RAP Working Group Directors of Faculties Teachers</p> <p>RAP Working Group</p> <p>First Nations Cultural Engagement Coordinator Director of ELC Year 5-8 Coordinators</p>



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 10 Displaying the First Nations Maps in the classrooms</p> <p>Lindisfarne Anglican Grammar staff and students will take pride in our First Nations heritage and ensure greater visibility and knowledge of First Nations tribes and peoples around Australia.</p>	<p>10a. Lindisfarne Anglican Grammar School will display the First Nations maps (language, social or nation groups) within several classrooms throughout both campuses. This will ensure greater visibility, connection and teaching opportunities with school's day to day life.</p>	<p>2023*</p>	<p>RAP Working Group Teachers</p>
	<p>10b. Lindisfarne will purchase and display the local seasonal calendar.</p>	<p>2023*</p>	<p>RAP Working Group</p>
	<p>10c. Lindisfarne Anglican Grammar School will Invite Aboriginal and Torres Strait Islander community members to add to the calendar and talk with students around culturally significant days and events in order to inform and strengthen connections to Country for staff and students.</p>	<p>2023*</p>	<p>RAP Working Group</p>
<p>Action 11 Acknowledgement of Country</p> <p>Lindisfarne Anglican Grammar School's staff and students will visibly demonstrate respect for Aboriginal and Torres Strait Islander owners and custodians by regularly giving an Acknowledgement of Country at School's meetings and events.</p>	<p>11a. Lindisfarne Anglican Grammar School will commit to new physical signage at both campuses and the ELC building that acknowledges our Traditional Owners and Custodians.</p>	<p>2023*</p>	<p>Director of ELC Heads of Subschoools Student Prefects and Captains</p>
	<p>11b. Lindisfarne Anglican Grammar School will continue to give verbal Acknowledgement of Country at every assembly and at every event and meeting to be facilitated by Heads of Subschoools, Directors of Faculties, Heads of House, Year Coordinators and ELC Director.</p>	<p>2023*</p>	<p>Heads of Subschoools Directors of Faculties Heads of House Year 5-8 Coordinators</p>
	<p>11c. Lindisfarne Anglican Grammar School's ELC will develop a consistent Acknowledgement of Country for Preschool children to say each day, as well as when they arrive at Bush Preschool. This Acknowledgement will also be on visual display around the ELC building.</p>	<p>2023*</p>	<p>Director of ELC ELC Team</p>
<p>Action 12 Aboriginal and Torres Strait Flags</p> <p>Lindisfarne Anglican Grammar School flies the Aboriginal and Torres Strait Islander flag to show our pride in our Indigenous heritage as well as our respect for the histories, cultures and contributions of Australia's First Peoples.</p>	<p>12. Lindisfarne Anglican Grammar School will fly Aboriginal and Torres Strait Islander flags at Sunshine Avenue and Mahers Lane campuses. Aboriginal and Torres Strait Islander flags will also be on display at our ELC buildings and in the Principal's office, library and reception rooms, as well as laminated ones in the classrooms.</p>	<p>2023-2024</p>	<p>Director of Community Engagement Year 5-8 Coordinators</p>
<div> <div>18 Reconciliation Action Plan 2023-2025</div>  </div>			

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 13 Take Action against Racism</p> <p>Lindisfarne Anglican Grammar School will develop an Anti-Racism Strategy to help our staff and students understand the impacts of racism and how to respond effectively to it, and to become allies with marginalised members of our community.</p> <p>Racism and all forms of "Othering" can have serious adverse consequences for the people who experience it, for those who witness it, and for wider society. Educating our community about racism is an important step to overcoming it.</p>	<p>13a. Lindisfarne Anglican Grammar School will take action against racism by developing a School Anti-Racism strategy. This strategy will include a plan to educate all staff and students to identify and understand the impact of casual racism and other forms of "Othering" at school. For instance, the School will continue to engage with Dr Richard Matthews to run the 'Step-Exercise' anti-racism Professional Development training with staff and Year 12 students.</p> <p>13b. Lindisfarne Anglican Grammar School will appoint staff members per subschools, nominated by the principal to support anti-racism education in the school. Nominated staff will be involved in training.</p>	<p>2023+</p> <p>2023-2024</p>	<p>Heads of Subschoools Richard Matthews Chaplain</p> <p>Principal Teachers</p>
<p>Action 14 Launch Reconciliation Action Plan (RAP)</p> <p>Lindisfarne Anglican Grammar School will finalise RAP and launch it at our Foundation Day Services in May 2023.</p>	<p>14a. Lindisfarne will launch its RAP to celebrate the work of our RAP Working Group, and for the community to know the Action items we have committed to, and how they could get involved in the implementation of the RAP.</p>	<p>May-June 2023</p>	<p>RAP Working Group</p>



Rap Action: OPPORTUNITIES



Pictured: The Gudjinburra Dance Group

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 15 Curriculum Planning</p> <p>Lindisfarne Anglican Grammar School will contribute to reconciliation by fostering classroom environments that are culturally aware, empathetic, respectful and culturally responsive.</p> <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>A recurring audit of existing curriculum documents will help to identify the extent to which Aboriginal and Torres Strait Islander histories and cultures are included, and to identify opportunities for strengthening the representation of Aboriginal and Torres Strait Islander histories, cultures and contributions in the curriculum.</p>	<p>15a. RAP Working Group will assist faculties in undertaking a Preschool - Year 12 Curriculum Audit using the Narragunnawali resources. RAP Working Group will then utilise the feedback and data from the audit to assist in planning for Professional Development for teaching and learning to bridge whole school curriculum 'gaps'.</p>	<p>2023*</p>	<p>Academic Leadership Committee RAP Working Group Dean of Studies Teachers</p>
	<p>15b. Lindisfarne staff, students and parents will be given the opportunity to participate in a Curriculum Focus subcommittee of the RAP to develop the Professional Development plan. RAP Working Group will require input from both staff and community members with experience, expertise and authority in the curriculum space as well as the First Nations Advisory Group e.g; Aboriginal Education Consultative Group (AECG), Aboriginal Studies Association, to ensure the curriculum is meeting expectations.</p>	<p>2023*</p>	<p>Director of Professional Learning, Innovation and Partnerships Dean of Studies First Nations Cultural Engagement Coordinator RAP Working Group</p>
	<p>15c. Lindisfarne Anglican Grammar School recognises that there is an opportunity for our teachers to meaningfully address Standard 2.4 of the AITSL Teaching Standards. RAP Working Group will ensure staff have appropriate access within school systems to engage appropriately with their Aboriginal and Torres Strait Islander students.</p>	<p>2023*</p>	<p>Dean of Studies RAP Working Group</p>
	<p>15d. RAP Working group will collaborate with the wellbeing team and embed into the wellbeing framework appropriate conversations around contemporary issues during pastoral care, homeroom and house tutor group time.</p>	<p>2023*</p>	<p>Heads of Houses Year 5-8 Coordinators Wellbeing Team</p>
	<p>15e. Lindisfarne Anglican Grammar School will continue to provide opportunities for our students to undertake cultural immersion programs, e.g. The Red Earth program for senior students.</p>	<p>2023*</p>	<p>RAP Working Group Teachers</p>
<p>Action 16 Inclusive Policies</p> <p>Lindisfarne Anglican Grammar School will ensure that all staff are aware of policies that refer specifically to improving educational outcomes for Aboriginal and Torres Strait Islander people and increasing knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia.</p> <p>We plan to embed professional development and staff training to ensure compliance with these policies in our daily practice. Our internal policies will continue to be reviewed and amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander people and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.</p>	<p>16a. Lindisfarne Anglican Grammar School will review its current internal policies, procedures and protocols to make sure its language is inclusive of all peoples, including Aboriginal and Torres Strait Islander peoples and perspectives. RAP related policies need to be embedded within other policies and procedures that Lindisfarne Anglican Grammar School already has and adheres to. Audit will need to be undertaken with consultation with First Nations representatives.</p>	<p>2024*</p>	<p>Director of Human Resources Senior Executive</p>
	<p>16b. Lindisfarne will appoint a Year 12 First Nations Prefect (Indigenous or Non-Indigenous) to amplify the voice of First Nations students, and to ensure First Nations students are represented in the School Representative Council (SRC).</p>	<p>2023*</p>	<p>Head of Senior School SRC Teachers</p>



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 17 Staff Engagement with RAP</p> <p>Staff meetings or professional learning sessions about the RAP and reconciliation broadly can keep staff up to date with RAP Progress, seek input on RAP initiatives from staff members who are not in the Working Group, spread our RAP commitments fairly and strategically ensure there is genuine engagement across staff.</p> <p>Staff can also facilitate the engagement of other stakeholders in developing, implementing and evaluating our RAP, such as children and student representative bodies, and parents and citizens councils.</p>	<p>17a. The RAP Working Group will maintain staff engagement with the RAP process through the newsletter, staff briefing and a regular agenda item at staff meetings. Lindisfarne Anglican Grammar School will ensure ongoing staff engagement with the RAP through its links to the Whole School Strategic Development Plan. Lindisfarne Anglican Grammar School will implement a RAP leadership structure that includes Officers responsible at Senior, Middle, Junior and ELC teaching and learning spaces, as well as for all non-teaching staff (grounds, maintenance, libraries, administration).</p>	<p>2023*</p>	<p>RAP Working Group First Nations Community Engagement Coordinator Chaplain</p>
	<p>17b. Lindisfarne RAP working group will continue to encourage and invite all students to participate in the RAP process and become part of the RAP Working Group. Specifically First Nations students have been encouraged to participate in order to ensure that student voice is embedded in the RAP.</p>	<p>2023*</p>	<p>RAP Working Group Chaplain</p>
<p>Action 18 Budget Allocation</p> <p>Lindisfarne Anglican Grammar School will set aside dedicated funds to procure relevant goods and services to strengthen the sustainability of RAP actions.</p> <p>We are aware that it is important to consider remuneration for all people who have been involved in our RAP initiatives out of respect for the time and resources involved in their contributions.</p>	<p>18a. Lindisfarne RAP working group will investigate opportunity and strategy to engage with Local, State and Federal initiatives for both funding and support for all RAP actions identified ongoing. This includes any grants, awards and opportunities for First Nations students to engage with external leadership and education pathways.</p>	<p>2023*</p>	<p>Principal Senior Executive Finance Manager RAP Working Group</p>
	<p>18b. The First Nations Cultural Engagement Coordinator/Committee and Senior Executive will seek opportunities to increase access for First Nations Students to our school through a scholarship and bursary program.</p>	<p>2023*</p>	<p>Principal First Nations Community Engagement Coordinator Chaplain</p>
	<p>18c. RAP Working Group will itemise and consider all RAP actions that will incur a cost to the school, as well as integrate RAP actions into other budgets e.g. Faculty, Sport, Chaplaincy, etc where relevant.</p>	<p>2023*</p>	<p>RAP Working Group</p>
	<p>18d. Lindisfarne Anglican Grammar School will raise money to support the RAP commitments or a specific RAP action (supporting local community) during Reconciliation Week. There will be a focus on student led fundraising activities.</p>	<p>2023*</p>	<p>Chaplain First Nations Community Engagement Coordinator School Captains and Prefects</p>

ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 19 Local Sites, Events and Excursions</p> <p>At Lindisfarne Anglican Grammar School we commit to learning more about the Aboriginal and Torres Strait Islander histories, cultures and contributions of the Country on which we live, work, learn and play, by working with the local Aboriginal and Torres Strait Islander community to learn about events of historical and cultural significance and visit appropriate sites.</p> <p>We acknowledge that the local area gives context to Aboriginal and Torres Strait Islander histories and by learning the local histories and cultures, staff and students will understand more about the area on which we live and learn. Our school shares a connection with the local area with Aboriginal and Torres Strait Islander people. Through this process, we encourage students and children to reflect on their own connections to the places where they live and learn.</p>	<p>19a. Lindisfarne Anglican Grammar School staff will seek out opportunities for First Nations students and support attendance through funding or references.</p>	<p>2023*</p>	<p>First Nations Cultural Engagement Coordinator Chaplain Year 5-8 Coordinators</p>
	<p>19b. Lindisfarne Anglican Grammar School staff will seek out opportunities for First nations students and support attendance through funding or references.</p>	<p>2023*</p>	<p>First Nations Cultural Engagement Coordinator Chaplain Year 5-8 Coordinators</p>
	<p>19c. RAP Working Group will consult with the Aboriginal Educational Consultative Group (AECG) to build connections between schools (State, Independent and Catholic) and students in the local community. Through combining resources we aim to give opportunities not only to our students but students at other schools. This will build community relationships and combined funding would mean more opportunities for all teachers and students in the area, not just our own.</p>	<p>2024*</p>	<p>RAP Working Group</p>



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
Action 20 Celebrate RAP Progress <p>Lindisfarne Anglican Grammar School is committed to continuous reflection upon the progress made in the growth of knowledge and pride in First Nations histories, cultures and perspectives and contributions to the school. Through tracking the progress of our RAP we will continually evaluate our commitments and celebrate our achievement with the whole community as well as improving and furthering our RAP goals and actions.</p>	<p>20a. The RAP Working Group will annually review the RAP through the annual staff survey as well as consultation and community feedback. We will annually invite new community, staff and students to participate and join the RAP Working Group and its support network.</p> <p>20b. Staff meetings, professional development, school publications and significant events will be used as opportunities to both update staff and celebrate progress of the RAP actions. This includes NAIDOC week, Reconciliation Week, Assemblies, Meetings, Speech Days, etc.</p>	<p>2023*</p> <p>2023+</p>	<p>RAP Working Group All Staff</p> <p>RAP Working Group Director of Community Engagement</p>
Action 21 Support Aboriginal and Torres Strait Islander Business <p>Lindisfarne Anglican Grammar School will promote supplier diversity and support Aboriginal and Torres Strait Islander owned businesses and their employees through the procurement of goods and services related to our RAP, as well as other general business.</p>	<p>21a. RAP Working Group will create and maintain a stakeholder and supplier list. This will be continually updated and reviewed based on budget and necessity.</p> <p>21b. Lindisfarne will Invite Aboriginal and Torres Strait Islander businesses to have a stall at Funfest and to be part of our Business Breakfast Network.</p>	<p>2023*</p> <p>2023*</p>	<p>RAP Working Group Director of Community Engagement</p> <p>RAP Working Group Director of Community Engagement</p>
Action 22 Aboriginal and Torres Strait Islander Languages <p>Lindisfarne Anglican Grammar School will commit to providing students and children with a deeper knowledge and understanding of Aboriginal and Torres Strait Islander cultures and identities by learning about Aboriginal and Torres Strait Islander languages. We acknowledge the importance of language maintenance and revitalisation efforts and will provide students and children with opportunities to learn – or learn about – the First Language of their local area.</p>	<p>22. Lindisfarne Anglican Grammar School will seek out opportunities to embed local language into the visible and spoken language in the school. Utilise First Nations Cultural Engagement Coordinator to liaise with the community regarding a language ambassador. Signage to be eventually procured in both Bundjalung and English with Bundjalung written first with English translation. Language can be engaged with through the AECG language app and the Bundjalung dictionary. Lindisfarne Anglican Grammar School will explore the introduction of Aboriginal Studies Years 7-10 in the classrooms.</p>	<p>2023*</p>	<p>First Nations Community Engagement Coordinator Dean of Studies LOTE Teachers RAP Working Group Year 7 and 8 Coordinators</p>
Action 23 Employment Strategy <p>Lindisfarne Anglican Grammar School will investigate the implementation of an Aboriginal and Torres Strait Islander employment strategy in order to attract more First Nations staff.</p>	<p>23. Lindisfarne will investigate the implementation of an Aboriginal and Torres Strait Islander employment strategy. This will assist in attracting Aboriginal and Torres Strait Islander candidates to vacancies, as well as supporting current Aboriginal and Torres Strait Islander employees.</p>	<p>2024*</p>	<p>Director of Human Resources Senior Executive</p>



Ms Narelle Urquhart - First Nations Cultural Enagagement Coordinator and the Lindisfarne Anglican Grammar School's Rugby Union 1st XV team, displaying their indigenous playing jersey, designed by Narelle Urquhart. The title of the design is "Stronger Together" and represents a shield pattern.

Rap Action: GOVERNANCE

Pictured: (L-R) Uncle Paul Paulson - Director of Indigenous Education Anglican Schools Commission,
Ms Narelle Urquhart - First Nations Cultural Engagement Coordinator, The Reverend Constantine Osuchukwu - Chaplain



ACTIONS	DELIVERABLES	TIMELINE	RESPONSIBILITY
<p>Action 24 RAP Governance and Effective Implementation of RAP Action Items</p> <p>Lindisfarne Anglican Grammar School will maintain an effective RAP Working group to drive the governance and implementation of our RAP commitments.</p>	<p>24a. Lindisfarne Anglican Grammar School will maintain and strengthen its RAP Working group.</p> <p>24b. RAP Working Group will work with our staff and school community to implement our RAP commitments.</p>	2023+	RAP Working Group
<p>Action 25 Accountability and Transparency</p> <p>Lindisfarne Anglican Grammar School will report RAP's progress, achievements, challenges, opportunities and learnings.</p>	<p>25. Lindisfarne Anglican Grammar School will build accountability and transparency through public reporting of RAP progress, achievements, challenges, opportunities and learnings.</p>	2023+	RAP Working Group Principal
<p>Action 26 Ongoing Reconciliation Journey</p> <p>Lindisfarne Anglican Grammar School will continue our RAP journey by developing the next RAP.</p>	<p>26. The RAP Working Group will work with Reconciliation Australia, local First Nations community and staff and students to develop the next RAP based on achievements, challenges, opportunities and learnings.</p>	2025+	RAP Working Group First Nations Community All Staff Students





LINDISFARNE

Anglican Grammar School

Luceat Lux Vestra — Let Your Light Shine

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