



ACTION PLAN ABORIGINAL LEARNING, WELLBEING AND SAFETY



Help for non-English speakers If you need help to understand the information in this policy please contact Cheltenham Primary on **03 8585 3200** or cheltenham.ps@education.vic.gov.au

Note: Throughout this document the term Koorie is used to refer to both Aboriginal and Torres Strait Islander people.

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

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

Establishing a Culturally Safe Environment

At Cheltenham Primary School, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal culture, values and practices are respected. We think about how every student can have a positive experience in a safe environment. For Aboriginal and Torres Strait Islander students, we recognise the link between Aboriginal culture, identity and safety and actively create opportunities for Aboriginal and Torres Strait Islander students and the Aboriginal community to have a voice and presence in our school planning, policies, and activities. Cheltenham Primary School uses the [Marrung Aboriginal Education Plan 2016 - 2026](#) to guide the school's support for Aboriginal self determination.

At Cheltenham Primary School, we:

- equip staff, students, volunteers and the school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal and Torres Strait Islander children and students
- adopt measures to ensure racism is identified, confronted and not tolerated
- address any instances of racism within the school environment with appropriate consequences – actively support participation and inclusion in the school by Aboriginal and Torres Strait Islander children, students and their families

Cheltenham Primary School has developed the following strategies to promote cultural safety in our school community:

- events and meetings commence with a Welcome to Country or an Acknowledgement of Country as a standing agenda item. We use this as an opportunity to pause and reflect or open a discussion
- fly the Aboriginal and Torres Strait Islander flags on school grounds
- celebrate the local Aboriginal community in communications with students, staff, volunteers, and families
- curriculum Planning considers Aboriginal culture across all year levels
- resources, e.g. library books and other resources, reflect the local Aboriginal people and primary source authors
- significant events, such as Sorry Day, Reconciliation Week and NAIDOC week are acknowledged by the whole school at assemblies and in classes
- speak with respect and confidence about Aboriginal culture, knowledge systems and people.
- build school wide knowledge of Aboriginal histories, cultures, perspectives, values, skills, and attitudes
- learn more about Aboriginal histories and cultures, both locally and across Australia

Family and community perspectives and feedback

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

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

Training and professional development of staff

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

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

Curriculum and learning

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

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

Assemblies and other school events and activities

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

- acknowledging the Traditional Owners of the land on which we are meeting. We pay our respects to their Elders, past and present, and the Aboriginal Elders of other communities who may be present.
- arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture
- arranging Welcome to Country by local Elders at major school events such as the opening of new buildings

Built and digital environment

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

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

Communication

This action plan will be communicated in the following ways:

- Available publicly on school website
- Included in staff induction processes
- Discussed at parent information nights/sessions
- Hard copy available from the School Office on request

Community feedback

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

Review and approval

Plan last reviewed	June 2023
Consultation	Staff June 2023 Aboriginal and Torres Strait Islander Students June 2023 Parents and Carers 2023
Approved By	Principal
Next scheduled review date	June 2025