

FAHAN
SCHOOL



Fahan School Reconciliation Action Plan

November 2024—November 2025

Ya pulingina / Hello,

In November 2024 Fahan published our Reconciliation Action Plan (RAP).

Our staff and RAP Working group have collaborated over a two-year period to draft our plan and set goals and actions to help us on our journey.

Schools are important advocates for change; by learning about reconciliation, breaking down racial inequalities and including Aboriginal and Torres Strait Islander histories and cultures, we are educating the next generation to celebrate First Nations culture and move towards a unified future.

This RAP strives to ensure that all students in our School are given the opportunity to learn about First Nations history and culture throughout their time at Fahan. We hope to work together as a staff and School Community with the students in our care to ensure that Fahan is a place where every student is accepted for who they are, and that their culture is respected and honoured. We hope our School is responsive and welcoming to all Aboriginal and Torres Strait Islander Peoples.

nayri nina-tu / thank you

ACKNOWLEDGEMENT OF COUNTRY

At Fahan School, we respectfully acknowledge the Muwinina People of the South-East Nation as the First People and Custodians of this Land from time beyond remembering. This Land has been protected and fostered by countless generations of First Nations Peoples. We recognise their deep connection to this place and are committed to fostering an environment where reconciliation is understood and actively pursued.

OUR VISION FOR RECONCILIATION

At Fahan School, we are deeply committed to fostering an environment where reconciliation is not only understood but actively pursued.

In alignment with our School's vision to enlighten, inspire, and ignite young minds and hearts, we recognise the vital role reconciliation plays within our community and beyond. Inspired by the rich cultural heritage of lutruwita's Tasmanian Aboriginal community, we are committed to nurturing a learning environment that fosters truth telling, understanding, appreciation, and collaboration between Aboriginal and Torres Strait Islander peoples and the wider community. Our vision is to create a school that actively acknowledges and celebrates the unique contributions and perspectives of the Tasmanian Aboriginal peoples.

Through open dialogue and mutual respect, we aim to strengthen our awareness to their cultural heritage and history. We will encourage students to engage with, and learn from, Aboriginal and Torres Strait Islander peoples' knowledge and wisdom. By doing so, we hope to inspire a community to embrace diversity, actively challenge stereotypes, and contribute positively to a just and equitable society.

By fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples, we seek to collaboratively address the challenges and take collective actions to effect positive change. We acknowledge that our reconciliation journey is ongoing, and that it requires continuous learning, humility, and resilience. By embedding reconciliation into our culture and curriculum, we aim to create a legacy of harmony, compassion, and social responsibility for current and future generations.

With this vision as our guide, we are committed to making a meaningful contribution to a reconciled Australia, one that is equitable, respectful, and embraces the rich cultural heritage of Aboriginal and Torres Strait Islander peoples.

STATEMENT FROM THE PRINCIPAL



I am proud to present Fahan's Reconciliation Action Plan (RAP), a significant milestone in our ongoing commitment to fostering understanding, respect, and meaningful relationships with Aboriginal and Torres Strait Islander peoples. This Plan represents not just a document, but a genuine commitment to transformation and growth within our School Community.

The development of this RAP has been a collaborative journey that has enriched our understanding and strengthened our resolve. Through the dedicated work of our RAP working committee and the invaluable guidance of Reconciliation Tasmania and members of the Palawa community, we have embarked on a path of learning that will shape our School's future for generations to come. Their wisdom, patience, and willingness to share their knowledge have been fundamental to creating a Plan that is both authentic and actionable.

At the heart of our RAP lies a commitment to truth-telling and education. We recognise that schools play a pivotal role as advocates for change, and we embrace this responsibility wholeheartedly. Our students deserve to understand the rich history and cultures of Australia's First Peoples, not as an addition to their education, but as an integral part of it. Through this understanding, we aim to nurture young people who will contribute to a more reconciled Australia.

This RAP is more than a commitment to learning about Aboriginal and Torres Strait Islander perspectives, history, and cultures – it is a commitment to action. It challenges us to examine our practices, to listen with open hearts, and to create an environment where all members of our community feel valued and respected. The journey towards reconciliation is ongoing, and while this RAP marks an important step forward, we recognise that our learning and growth will continue well beyond these pages.

As we implement this Plan, we do so with humility, determination, and hope. We invite our entire Fahan School Community – students, families, staff, and supporters – to join us on this important journey. Together, we can build a future founded on mutual respect, understanding, and genuine partnership.

Meg Lawson
Principal

OUR RAP ACTIONS



Aboriginal and Torres Strait Islander Peoples in the Classroom

Commitment

We are committed to engaging Aboriginal and Torres Strait Islander Peoples 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.

Goal

We will actively seek opportunities to form relationships with local Palawa People and ensure that they feel welcome in our community, supporting them to be part of the teaching and learning at Fahan.

Initiatives

We will continue to engage NITA Education and value the work of Trish Hodge and her ongoing support over many years for sharing her skills and knowledge of Palawa culture and perspectives. We will look for opportunities to provide the voice of Aboriginal and Torres Strait Islander Peoples in a variety of ways.



OUR RAP ACTIONS



Cultural Responsiveness for Staff

Commitment

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.

Goal

Fahan is committed to providing Professional Learning opportunities for staff to strengthen their knowledge and understanding of Aboriginal and Torres Strait Islander perspectives. We aim to foster an understanding and respect for the identity, culture, and history of our First Nations Peoples.

Initiatives

A collection of RAP resources continues to be developed as teaching references for staff, including Professional Learning recommendations. All staff will have the opportunity for Cultural Awareness Training and time in meetings to engage with our RAP.



OUR RAP ACTIONS



Welcome to Country

Commitment

Where possible, significant events at our School 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 the Land.

Goal

Fahan School will ensure that a Welcome to Country is held at least once a year for all students. We will explicitly teach the difference between an Acknowledgement of Country and a Welcome to Country.

OUR RAP ACTIONS



Celebrate National Reconciliation Week

Commitment

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.

Goal

Fahan will celebrate National Reconciliation Week each year by planning activities across the School, including activities with local Aboriginal and Torres Strait Islander peoples, stories, and the Arts.

Initiatives

In the lead-up to National Reconciliation Week, we will teach students the purpose and significance of this week. Allocate staff meeting time to planning and sharing resources prior to the event.



OUR RAP ACTIONS



Build Relationships with Community

Commitment

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.

Goal

Fahan will continue to connect and build relationships with our local Aboriginal and Torres Strait Islander community and attend local events.

Initiatives

We continue to document any community access and list events as a resource for current and future staff. Maintain relationships with Reconciliation Tasmania and Leprena UAICC Tasmania.



OUR RAP ACTIONS



Cultural Responsiveness for Students and Children

Commitment

Our everyday program will have ways for children and students to learn about Aboriginal and Torres Strait Islander perspectives, contributions and cultures, in and outside the classroom. We will include cultural responsiveness principles our students and children have learnt in the ethos of our classrooms and across our School.

Goal

Fahan is committed to ensuring that our School is a culturally safe place for all students and their families. This includes teaching and learning practices that incorporate Aboriginal and Torres Strait Islander perspectives.

Initiatives

Continue to add to our growing collection of Aboriginal and Torres Strait Islander library resources. Participate in the Great Book Swap annually, with money raised donated to the Indigenous Literacy Fund.

- Engage NITA Education and guest speakers for students.
- Develop a scope and sequence of teaching Aboriginal and Torres Strait Islander perspectives across the curriculum from K-12. Include palawa kani, important books, cultural awareness and historical truth-telling.

OUR RAP ACTIONS



Teach about Reconciliation

Commitment

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.

Goal

Fahan seeks to actively engage in reconciliation. Through teaching and learning, we aim to deepen our understanding of reconciliation, voice and truth-telling.

Initiatives

Conduct a curriculum audit to see where this is being taught and where we can improve.

- Provide staff with resources to teach about reconciliation.
- Make Fahan a culturally safe and welcoming place for all Aboriginal and Torres Strait Islander peoples and their families.



The Aboriginal Memorial
at The National Gallery, Canberra 2024

OUR RAP ACTIONS



Teach about Days of National Significance

Commitment

We commit to incorporating nationally significant days for Aboriginal and Torres Strait Islander peoples and reconciliation into our curriculum to increase knowledge of Aboriginal and Torres Strait Islander histories, cultures, contributions and contemporary issues. We also commit to including Aboriginal and Torres Strait Islander perspectives when teaching about other national days, such as 26 January (Australia Day) and ANZAC Day.

Goal

Fahan will imbed days of National Significance into the curriculum and celebrate NAIDOC and National Reconciliation Week with special activities throughout the School.

Initiatives

Dates for days of National significance are added to the School Calendar for staff and students. These dates are to be included in our Scope and Sequence documents.



OUR RAP ACTIONS



Explore Current Affairs and Issues

Commitment

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.

Goal

Fahan School will engage with and teach current affairs and issues that directly impact Aboriginal and Torres Strait Islander Peoples.

Initiatives

Ensure that the Australian Curriculum's cross-curricular priority of Aboriginal and Torres Strait Islander Histories and Culture is embedded in our curriculum.

- Engage with significant and current cultural, social, economic and political issues as they impact Aboriginal and Torres Strait Islander Peoples in the classroom at the appropriate age and stage of schooling.
- Provide Professional Development to assist staff with strategies to address issues within the classroom.

OUR RAP ACTIONS



Acknowledgement of Country

Commitment

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.

Goal

An Acknowledgment of Country will be used at every assembly, gathering and special event at our School. Students and staff will be given the opportunity to share an Acknowledgement of Country.

Initiatives

Staff and students will collaborate on writing an Acknowledgement of Country.

- ELC classes will use an Acknowledgement of Country for all Forest School, fire pit and Caring for Country activities.
- Year 3 to Year 6 students to use an Acknowledgement of Country for camps and Outdoor Education experiences.
- An Acknowledgement of Country is used for School events and assemblies.



OUR RAP ACTIONS



Care for Country

Commitment

We commit to actively connecting with, and caring for, the Country/place on which our School stands. This involves respectfully learning about Aboriginal and Torres Strait Islander perspectives, philosophies and practices about caring for Country/place, as well as physically demonstrating respect for the skies, waterways and Land on which we live and learn. We will consider First Nations perspectives as part of broader sustainability plans, policies and practices. This will reinforce the meaningful and continuous connections Aboriginal and Torres Strait Islander peoples have continued to have with Country/place since time immemorial, as well as provide positive opportunities for all members of our educational community to become socially and environmentally responsible citizens who display a growing awareness of the importance of First Nations land management and sustainability.

Goal

The Fahan Community highly values its gardens and views and recognises that this land was cared for by countless generations of the muwinina people of the Southeast Nation. Ongoing care of the environment and sustainable use of materials will be embedded into our Strategic Planning and curriculum documents.

Initiatives

On our School campus we have developed:

- A Vertical Groups Learning on Country Program
- Fire Pit experiences
- Native Plantings



OUR RAP ACTIONS



Display Aboriginal and Torres Strait Islander Flags

Commitment

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.

Goal

Investigate getting another flagpole at the front of the School. Teach the meaning of the colours and symbols on the flags.



OUR RAP ACTIONS



RAP Launch

Commitment

Our School is proud to launch our RAP at an event that recognises the efforts of the working group and celebrates our School's commitment to reconciliation. We will use our RAP launch event to inform the wider community about our RAP and the many different ways they can get involved and take action toward reconciliation.

Goal

Fahan is excited to launch our RAP during National Reconciliation Week in 2025 and to celebrate our School's commitment to taking action towards reconciliation. We will use our RAP launch event to inform the wider community about our RAP.

Initiatives

Fahan launched our RAP formally in assembly at the beginning of National Reconciliation Week in 2025. We held a Whole School Smoking Ceremony and concluded with a morning tea.



OUR RAP ACTIONS



Take action against racism

Commitment

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.

Goal

Fahan fosters an inclusive and respectful school environment by building awareness of racism, understanding its impacts, and equipping students and staff with the skills to respond effectively.

Initiatives

- Implement regular workshops and seminars for students and staff on the history and impact of racism. Integrate antiracism education into the School curriculum across all year levels. Celebrate cultural diversity through events, assemblies, and classroom activities.
- Review policies to ensure that they are inclusive and that there are procedures for reporting and addressing incidents of racism. Ensure all reports of racism are taken seriously and addressed promptly and effectively.

OUR RAP ACTIONS



Curriculum Planning

Commitment

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.

Goal

Fahan is committed to ensuring that the history and culture of Aboriginal and Torres Strait Islander Peoples is embedded in the curriculum for all students from Kindergarten to Year 12.

Initiatives

- Use the Early Years Framework for planning in ELC.
- Complete a review of our curriculum across the School to identify where we are including Aboriginal and Torres Strait Islander perspectives and where we could improve. Include First Nations history and culture in our Scope and Sequence documents from Prep to Year 10.



OUR RAP ACTIONS



Inclusive Policies

Commitment

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.

Goal

Fahan's policies on inclusion and diversity, racism and child safety include knowledge and respect for Aboriginal and Torres Strait Islander Peoples. Staff are familiar with these policies, and they are reviewed regularly.

Initiatives

Cultural Leave for Aboriginal and Torres Strait Islander Peoples on staff. Aboriginal and Torres Strait Islander children are considered in our policies.

OUR RAP ACTIONS



Staff Engagement with RAP

Commitment

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.

Goal

Our RAP Working Group will continue to collaborate and engage staff by sharing successes and learning through staff meetings and ongoing Professional Learning.

Initiatives

- Provide Cultural Awareness Training for all staff.
- Add our commitment to the Staff Handbook.
- Update our progress through the Newsletter and Social Media posts.



Artwork by Brook Andrew as an
*'Adaptation of the portrait
of Professor Marcia Langton AM.'*

OUR RAP ACTIONS



Celebrate RAP Progress

Commitment

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.

Goal

Fahan will celebrate our RAP progress with students, staff and the community with regular and ongoing feedback.



RAP WORKING GROUP

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Fahan School would like to acknowledge the following contributors to the development of this RAP.

Caitlin Barnes, former student

Jo Shearing, former staff

Sophie Bury, Class of 2024

Charlee Hunt, Class of 2024

Fahan School is proud to have developed a Reconciliation Action Plan (RAP) to strengthen relationships, respect and opportunities in the classroom, around the School and within the community.

To learn more, visit
reconciliation.org.au/narragunnawali.

FAHAN
SCHOOL

