

Narragunnawali  
Reconciliation in Education

**NAKRA  
GUNNA  
WALI**

# RECONCILIATION ACTION PLAN

Xavier Catholic College  
August 2025 to August 2026



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## VISION FOR RECONCILIATION

Our vision for reconciliation at Xavier Catholic College is to achieve an evident and proud respect for Aboriginal and Torres Strait Islander Peoples, histories, cultures and languages. We recognise the Butchulla people, Traditional Custodians of the Land, on which our school stands.

At Xavier Catholic College we are committed to building strong links with Aboriginal and Torres Strait Islander Peoples to share stories, cultural values and knowledge of the First Peoples of Australia. We see reconciliation as sharing individual and communal stories and being open to learning about and valuing Aboriginal and Torres Strait Islander peoples and their lived experiences. Our goal is to support equitable and equal opportunities and outcomes for Aboriginal and Torres Strait Islander students. We are committed to creating a culturally safe and understanding environment for our students and families.

We will actively engage all students, staff, and community members in learning about and embracing reconciliation, integrating Aboriginal and Torres Strait Islander peoples perspectives throughout our curriculum and school activities. Through ongoing cultural competency training and meaningful collaboration with Aboriginal and Torres Strait Islander communities, we aim to build a shared future grounded in mutual respect and understanding. We will continue to walk with First Nations peoples, and act with respect, companionship, compassion and hope, working together as agents of positive change towards reconciliation.

## ACKNOWLEDGEMENT OF COUNTRY

We, the people of Xavier Catholic College, acknowledge the Traditional Custodians of this Land the Butchulla People.

(said with hand movements)

Kondari is the whale who loves our Bay

(both hands from low to high in whale tail shape)

Dirum is the sun, under which we learn and play

(move hands into the sky and outwards)

Narwari are the waves that lap the coastline

(hands move down and into waves forwards)

And Buthu is the dolphin who jumps in the sunshine

(right hand moves in an arc from right to left)

We pay our respects to Elders past and present

(hands out in front with palms facing up)

And to other First Nations People here now.

(move hands from front to spread outwards)

We strive to uphold Butchulla Lore

(three middle fingers of right hand onto the inside of outstretched left arm)

Through the use of GRACE this we vow.

## RAP WORKING GROUP

(both hands crossed over chest)

| Name                | Position                            |
|---------------------|-------------------------------------|
| Alison McGovern     | Staff (non-teaching)                |
| Simon Dash          | Principal / Director                |
| Les Raveneau        | Parent/carers                       |
| Brendan McDonald    | Staff (teaching)                    |
| CARMEL DONNELLY     | Staff (non-teaching)                |
| Jo Kliendienst      | Staff (teaching)                    |
| Ursula Witham-Young | Staff (teaching)                    |
| Andrew Horn         | Parent/carers                       |
| LAUREL BALL         | Staff (teaching)                    |
| SAM WILD            | Parent/carers                       |
| BEK MUCKAN          | Staff (Indigenous Education Worker) |
| Alissa Lowe         | Community member                    |
| MEL BEETY           | Staff (teaching)                    |
| Ally McCrea         | Staff (Indigenous Education Worker) |
| Reagen Collier      | Staff (teaching)                    |

## CONTRIBUTORS

Xavier Catholic College would like to acknowledge the following contributors to the development of this RAP.

| Name           | Role/Organisation |
|----------------|-------------------|
| Erin Dougherty | BCE               |



| RAP ACTIONS                                                                   | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Aboriginal and Torres Strait Islander People in the Classroom                 | We are committed to engaging Aboriginal and Torres Strait Islander people in our learning activities. Having Aboriginal and Torres Strait Islander voices in learning environments is vital when teaching about Aboriginal and Torres Strait Islander histories and cultures.                                                                                                                              |
| Opportunities for Aboriginal and Torres Strait Islander Students and Children | We commit to providing opportunities for all Aboriginal and Torres Strait Islander students to celebrate their cultural identities. These opportunities positively impact the wellbeing of Aboriginal and Torres Strait Islander students and children, and create shared pride for Aboriginal and Torres Strait Islander cultures, contributions, identities and histories in the wider school community. |



| RAP ACTIONS                       | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Cultural Responsiveness for Staff | We are supported to reflect on and build our cultural responsiveness to improve our practice and best support the needs of Aboriginal and Torres Strait Islander students. We are provided with a range of opportunities to build our knowledge and understanding of our own positionality and Aboriginal and Torres Strait Islander perspectives, contributions and cultures. |





| RAP ACTIONS                            | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                  |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Welcome to Country                     | Where appropriate, significant events at our school commence with a Welcome to Country. Protocols for welcoming visitors to Country have been 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. |
| Celebrate National Reconciliation Week | Our school community celebrates National Reconciliation Week (NRW) which is held from 27 May to 3 June each year by talking about reconciliation in the classroom and around the school, and celebrating with the community. NRW is a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can join the national reconciliation effort.                    |
| Build Relationships with Community     | We commit to forming ongoing relationships with the local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We respect these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander peoples and non-Indigenous staff, students, children and the community.                                                 |





| RAP ACTIONS               | COMMITMENT                                                                                                                                                                                                                                                      |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Family and Community Room | We commit to establishing a space in our school for Aboriginal and Torres Strait Islander families and community members to catch up and have a cup of tea, meet with staff, students and children, hold meetings or get together with other community members. |





| RAP ACTIONS                        | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Teach about Reconciliation         | Our school community is committed to learning about reconciliation in Australia. Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. This understanding also helps to strengthen engagement with our school's RAP by positioning it within the broader story of reconciliation in Australia. |
| Explore Current Affairs and Issues | We commit to knowing the news and being responsive to current issues significant to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. We will do this through delivering our curriculum, policies and procedures, and integrating it into the way our school operates.                                                                                  |





| RAP ACTIONS                                                                    | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|--------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Acknowledgement of Country                                                     | Our school recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff and students have the opportunity to show respect to Traditional Owners and Custodians by regularly conducting an Acknowledgement of Country at meetings and events throughout the year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Visibly Demonstrate Respect for Aboriginal and Torres Strait Islander Cultures | We commit to demonstrating our respect for Aboriginal and Torres Strait Islander histories and cultures in the physical environment of our school. We understand that making our respect visible in the learning environment through the incorporation of meaningful, relevant and culturally appropriate art, artefacts and symbolism reinforces our work toward reconciliation. It also makes our intentions and actions clear to our students, parents and the broader community.                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Care for Country                                                               | 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. |

RESPECT



WITH THE COMMUNITY

| RAP ACTIONS                                 | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Celebrate Days of National Significance     | We commit to organising and participating in events to celebrate or commemorate days/weeks of national significance for Aboriginal and Torres Strait Islander peoples and the reconciliation movement to show our pride in, and respect for, Aboriginal and Torres Strait Islander histories, cultures and contributions. We also commit to including Aboriginal and Torres Strait Islander perspectives when we commemorate other national days, such as January 26 (Australia Day) and Anzac Day. |
| Aboriginal and Torres Strait Islander Flags | Our school flies/displays the Aboriginal and Torres Strait Islander flag at your school to demonstrate respect and recognition for the histories, cultures and contributions of the First Peoples of Australia. Flying or displaying the flags promotes a sense of community partnership and a commitment toward reconciliation.                                                                                                                                                                    |
| Take Action Against Racism                  | We will raise awareness of racism, its impacts and how to respond effectively when it happens. We will do this through an anti-racism strategy tailored to the needs of our school.                                                                                                                                                                                                                                                                                                                 |



| RAP ACTIONS         | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Curriculum Planning | <p>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.</p> |





| RAP ACTIONS               | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inclusive Policies        | All staff at school are aware of policies referring to improving educational outcomes for Aboriginal and Torres Strait Islander people and building knowledge of, and respect for, Aboriginal and Torres Strait Islander histories and cultures in Australia. When internal policies are reviewed and developed, we will ensure that they are inclusive of Aboriginal and Torres Strait Islander peoples and perspectives, and that there is a plan in place to ensure that all staff comply with these policies in their daily practice. |
| Staff Engagement with RAP | Commitment to the Reconciliation Action Plan (RAP) from all staff is essential for developing a RAP that is implemented in a meaningful and sustainable way. All staff will be involved in the ongoing development and implementation of our RAP through staff development opportunities facilitated by the RAP Working Group.                                                                                                                                                                                                            |





| RAP ACTIONS            | COMMITMENT                                                                                                                                                                                                                                                                                                                                                                    |
|------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Celebrate RAP Progress | We are committed to reflecting on the progress made in the growth of knowledge and pride in Aboriginal and Torres Strait Islander histories, cultures and contributions in our school. We will track the progress of our RAP, continually revisit our commitments, and celebrate our achievements, while generating new ideas to develop and sustain our RAP into the future. |

