



MENTONE GRAMMAR

**RECONCILIATION
ACTION PLAN**

OUR VISION FOR RECONCILIATION

“Here in Australia we’re fortunate enough to have one of the richest and oldest continuing cultures in the world. This is something we should all be proud of and celebrate.”

Dr Tom Calma AO, Reconciliation Australia Co-Chair.

Mentone Grammar aims to educate, inspire and enable all members of our Community to contribute to reconciliation and break down stereotypes and discrimination. In many forums, but especially through the teaching of our Mentone Grammar Values, particularly those of respect and caring, we will aim to achieve greater understanding of our Aboriginal and Torres Strait Islander population, culture and history in the hope that this will lead to a more united and fairer country for all Australians. We will aim to educate our Community about various Aboriginal and Torres Strait Islander people who have shaped Australian history.

We acknowledge that our School is on Bunurong land and it is important to integrate Aboriginal and Torres Strait Islander history and culture into our School environment to shape deeper understanding of relationships into the future.



In developing this Reconciliation Action Plan (RAP), we are looking to build on our past experience of engaging with Aboriginal and Torres Strait Islander students and staff and offering programs that build our relationship with the Bunurong People of the Kulin Nation. We aim to foster the values of **tolerance**, **inclusiveness** and **respect** for cultural diversity.

Our Reconciliation Action Plan was developed in consultation with former Mentone Grammar Aboriginal and Torres Strait Islander families, School Community members, including students and staff, and the School Board.

The development of the Mentone Grammar Reconciliation Action Plan commenced towards the end of 2015 and included senior staff, two students (one of Aboriginal background) and an Aboriginal member of the School Community. The process began with an initial workshop and consultation with the Early Learning Centre as part of the Early Years Teaching Framework. Staff were invited to attend feedback sessions on the RAP draft, with 11 staff volunteering to be part of the group. Suggestions were incorporated and the RAP continued to evolve. Students from the Bayview, Greenways and Frogmore Campuses were invited to provide feedback. Seven students attended and added their thoughts to the RAP draft. Reconciliation Australia acted as an advisory body throughout the process and provided some suggested changes to the draft and these were incorporated into the final document. The final draft was presented to the School Board, with some minor changes suggested and incorporated. It was determined that we would register our RAP with Reconciliation Australia.





OUR SCHOOL

Mentone Grammar is a Kindergarten – Year 12 Coeducational School, located in the Bayside area of the Melbourne Metropolitan Region. We have 1,500 students, all located on a main campus at Mentone, with other sites at Keysborough and Shoreham.

OUR VISION

Mentone Grammar’s vision is to develop resilient young people with the wide range of skills, interests and attributes necessary to take their places in a changing world, through a leading coeducational environment which challenges and motivates within a caring community.

OUR MISSION

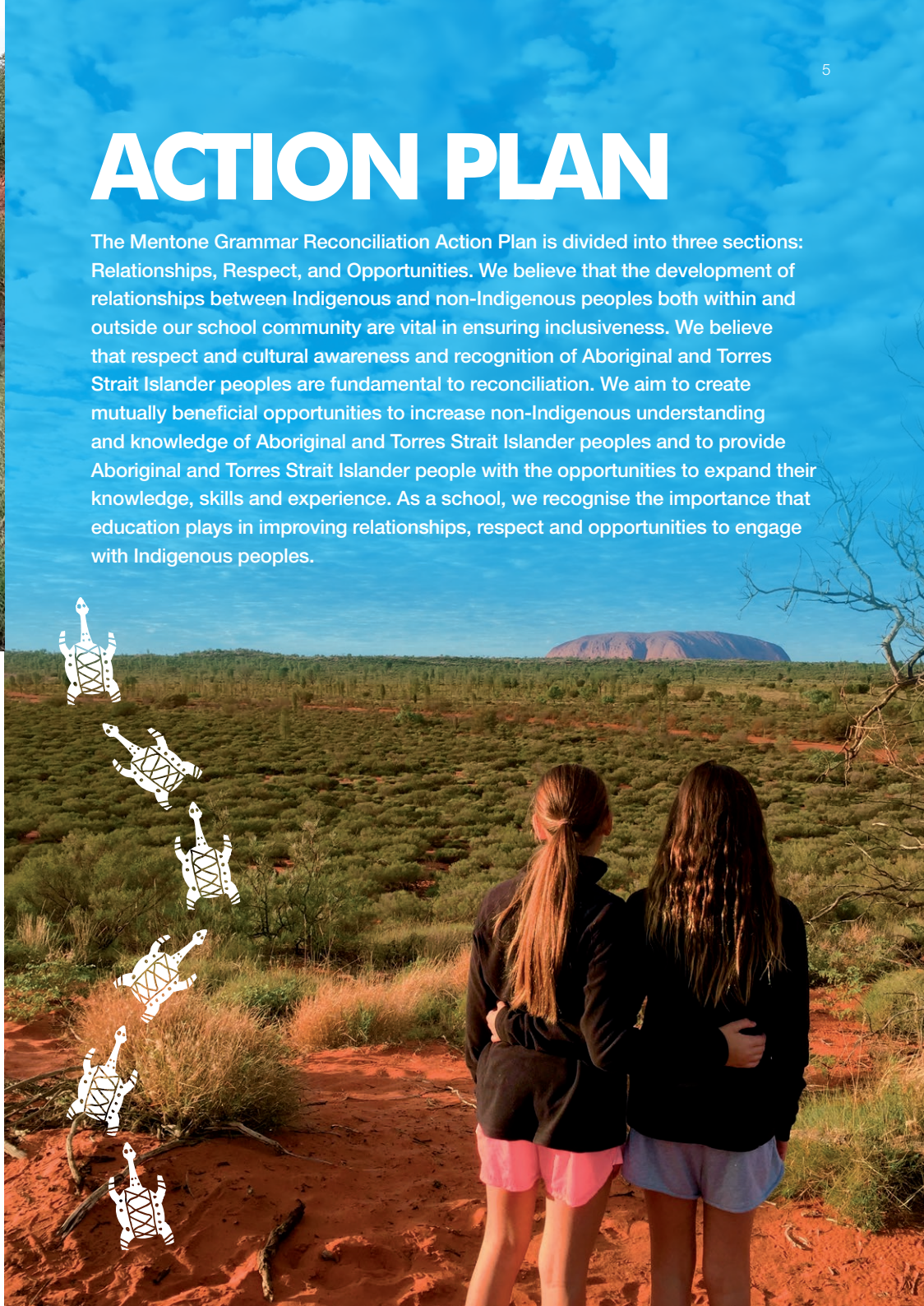
Mentone Grammar’s mission is to provide its students with a contemporary learning environment in which well resourced and committed staff lead engaging academic, pastoral and cocurricular programs.

OUR VALUES

Respect, Caring, Resilience, Service, Discipline, Endeavour and Integrity are interspersed throughout our Reconciliation Action Plan.

ACTION PLAN

The Mentone Grammar Reconciliation Action Plan is divided into three sections: Relationships, Respect, and Opportunities. We believe that the development of relationships between Indigenous and non-Indigenous peoples both within and outside our school community are vital in ensuring inclusiveness. We believe that respect and cultural awareness and recognition of Aboriginal and Torres Strait Islander peoples are fundamental to reconciliation. We aim to create mutually beneficial opportunities to increase non-Indigenous understanding and knowledge of Aboriginal and Torres Strait Islander peoples and to provide Aboriginal and Torres Strait Islander people with the opportunities to expand their knowledge, skills and experience. As a school, we recognise the importance that education plays in improving relationships, respect and opportunities to engage with Indigenous peoples.

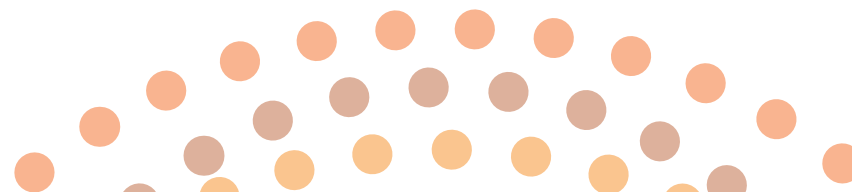


RELATIONSHIPS

Mentone Grammar is located in an area that does not have a large Aboriginal and Torres Strait Islander presence. This emphasises the importance of making connections with Aboriginal and Torres Strait Islander people in the wider community.

Positive relationships are key to creating meaningful conversations and understanding. We acknowledge the Bunurong people of the Kulin Nation as the traditional owners of the land upon which we stand. We will endeavour to build strong relationships with the Elders in our area along with a connection to the Dandenong District Aborigines Co-operative Limited.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Establish a committee to develop, monitor and review the RAP	Deputy Principal – Strategic Implementation Sean Armistead (Aboriginal representative) Student representatives in Bayview, Greenways and Frogmore Campuses Volunteer Staff	Set up: Term 4, 2015 – Term 1, 2016 Monitor and Review – Term 3 each year	RAP committee is established. Two RAP committee meetings are set up for each year. The RAP is reviewed annually using Reconciliation Australia's Tracking and Reporting Tool.
Provide opportunities for an Aboriginal and Torres Strait Islander presence in the classroom, with the aim of building relationships and understanding	Heads of Campus	Ongoing	Each Campus is visited annually by an Elder (such as Aunty Caroline Briggs or another connection from the Dandenong and District Aborigines Co-operative Limited). If possible we develop an "Elder in Residence" connection.
Year 7 Learning Journey to the Watarrka Community in the Northern Territory	Head of Bayview	Annually	Each Year 7 student has the opportunity to spend two days at the Watarrka Aboriginal Community in the Northern Territory, including school visits.
Look at the feasibility of establishing a secondary school in partnership with the Watarrka Community, the Watarrka Foundation, the Elders, the Northern Territory Government and other partners	The Principal	Feasibility – 2015/16 If feasible, School to commence according to the start date negotiated by the Elders, Watarrka Foundation and Mentone Grammar	Feasibility study is conducted into the setting up of a secondary school in partnership with the aforementioned groups. The school commences.
Early Years Learning Framework – Early Learning Specific. To improve relationships, respect and opportunities for Early Learning Years students and staff	Director of the ELC	Ongoing	A staff member of the Early Learning Centre to be part of the RAP team. Visits from Aboriginal and Torres Strait Islander Elders. Work with the Dandenong and District Aborigines Co-operative Limited to establish a native edible garden with indigenous plants used by the Indigenous community and use these in the cooking program. Tie this in with the Greenways Café program for an Indigenous focus for some lunches.
Cultural awareness for students and children – all Greenways students participate in online training	Head of Greenways	Annually	All Year 9 students successfully complete this module.
Cultural Awareness for Staff	Head of Teaching Practice	Every two years	A presentation/training for staff in Aboriginal and Torres Strait Islander Cultural Awareness.



RESPECT

At Mentone Grammar, we recognise the Bunurong People of the Kulin Nation as the traditional owners of the land on which our School stands. We respect the People, their land, their Elders, their cultures and their traditions. We celebrate and teach about days of national significance including National Reconciliation Week and the Anniversary of the National Apology.

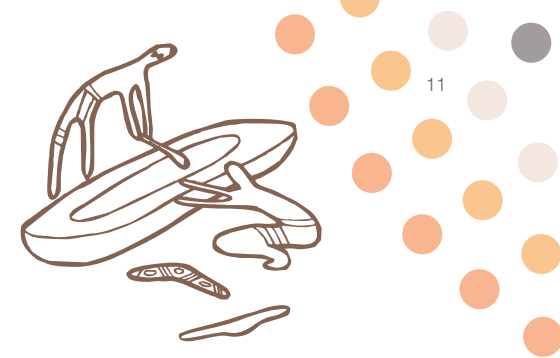


ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Publicly display Mentone Grammar's respect for, and knowledge of, Aboriginal and Torres Strait Islander Peoples, cultures and histories	All staff and students	Ongoing	Our RAP to be included on our website. Aboriginal and Torres Strait Islander flags flown all year round. This includes near the main entrance, the entrance to Eblana/Bayview and the Early Learning Centre. Acknowledgement of country takes place at the opening assembly of each term and other significant assemblies. An acknowledgement of country is on permanent display in the School ("the rock"). Traditional owners/Elders perform Welcome to Country at significant School events, such as the opening of a building. National Reconciliation Week and the Anniversary of the National Apology are celebrated each year. Using resources such as Tedx Talks to promote respectful behaviour towards others.
Explore Aboriginal and Torres Strait Islander contemporary issues	Head of Greenways/Head of Humanities	Ongoing	An Elder or traditional owner speaks to all students in Humanities about contemporary issues, to tie in with the Year 9 curriculum on Aboriginal History.
RAP Launch	The Principal	Late 2016	A celebration occurs to launch the Mentone Grammar RAP, that includes guests from the Aboriginal and Torres Strait Islander community, most likely connected with the Dandenong and District Aborigines Co-operative Limited.



OPPORTUNITIES

With the development of the Mentone Grammar RAP comes the opportunity to create mutually beneficial opportunities for Aboriginal and Torres Strait Islander People and non-Indigenous people to expand knowledge, skills and experience.



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGET
Inclusive policies	Deputy Principal – Operations	Ongoing	All new policies (and those up for review) are inclusive of Aboriginal and Torres Strait Islander Peoples, where appropriate.
Scholarships	The Principal	Ongoing	<p>At any one time, the School subsidises the tuition of two (2) Indigenous students through the scholarship program. These students may be considered based on recommendations from the Dandenong and District Aborigines Co-operative Limited.</p> <p>Transition of these students to be advised by elders of the Aboriginal and Torres Strait Islander peoples and have the elder as a liaison person to ensure strong connection with, and support from, the School.</p>
Employment	Human Resources Manager	Ongoing	At any one time, the School will attempt to have at least 2 per cent of its employees with Aboriginal or Torres Strait Islander heritage.
Support Aboriginal and Torres Strait Islander businesses	Business Manager	Ongoing	For any roles going out to tender, two questions such as “Does your company have a Reconciliation Action Plan? Do you support Aboriginal and Torres Strait Islander businesses, and if so, who?” to encourage businesses to think about this aspect of their own business.
Teacher Training	Human Resources Manager		Liaise with universities when placing student teachers and encourage the placement of student teachers with Aboriginal or Torres Strait Islander backgrounds.
Early Learning Centre Specific – visiting Pre-schools with Aboriginal and Torres Strait Islander families	Director of the Early Learning Centre	Ongoing	Staff have the opportunity to visit pre-school set ups with Aboriginal and Torres Strait Islander families in Northcote, Dandenong and the western suburbs.
Garma Festival or an alternative Festival linked to the Watarrka Community	Head of Frogmore	Ongoing	A small group of Year 10 students and a staff member attend the Garma Festival each year and share their experience with others across the School. They make up a group that lead the student body in meeting the components of the RAP.
Artwork and Music	Head of Visual Arts	2017 and beyond	Source Aboriginal and Torres Strait Islander artwork and display in the different areas of the School.
	Head of Performing Arts		Promote Aboriginal and Torres Strait Islander music.



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