



**MERCY**  
REGIONAL COLLEGE

# Reconciliation Action Plan

Mercy Regional College



**RECONCILIATION**  
AUSTRALIA



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# Vision for Reconciliation

As a community, we at Mercy Regional College are committed to the ongoing journey of reconciliation with Traditional Custodians of our land. We acknowledge the fundamental importance of truth telling, connecting with past and shared histories and cultural safety for all. Through our every day actions and in the spirit of the Mercy tradition we aspire to educate and care for all culturally, spiritually, morally, socially and emotionally.

## Acknowledgement of Country

Mercy Regional College acknowledges the Traditional Custodians of this beautiful country we walk upon, live upon, learn upon, the Djargurd Wurrung and Kirrae Whurrung peoples. We pay our deepest respects to the Elders past and present for they hold the memories, the tradition, the culture and identity of the Indigenous peoples of Australia.

We express our gratitude in the sharing of this land, our sorrow for the personal, spiritual and cultural costs of that sharing and our hope that as a Mercy Community we may walk forward together in harmony and in the spirit of healing.



# RAP Working Group

The Working Group members listed below have confirmed their participation and therefore will be published in the RAP.

<b>Name</b>	<b>Position</b>
Lucy Molan	Student
Melissa Sinnott	Staff (teaching)
Claire Virgona	Staff (teaching)
Annie Keil-Taggart	Community member
Jeanette Morris	Education officer-Indigenous Education
Michael McKinnon	Community member
Liz Thornton	Parent/carer
Berni Sinnott	Deputy Principal
Jennifer Lenehan	Staff (non-teaching)
Emily Stephens	Staff (teaching)
Sharon Suhan	Staff (non-teaching)
Lydia Darcy	Staff (teaching)
Chadley Peerman	Staff (non-teaching)
Claire Walsh	Staff (non-teaching)
Caitlin Rix	Staff (teaching)
Sharon Gillett	Principal / Director

# Relationships in the Classroom

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.



# Relationships around the School

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



# Relationships with the Community

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 building relationships with our local Aboriginal and Torres Strait Islander community that are built on mutual respect, trust and inclusiveness. We value these relationships and their role in helping to create opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, students, children and community members.



# Respect in the Classroom

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 are committed to raising awareness of current affairs and issues in the public domain that are of particular significance to Aboriginal and Torres Strait Islander peoples and the process of reconciliation. This will be done through curriculum delivery, policies and procedures, and will be integrated into the ethos of our school.



# Respect around the School

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.



# 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 or displays the Aboriginal and Torres Strait Islander flags as a demonstration of our pride and respect for the histories, cultures and contributions of Australia's First Peoples. 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.



# Opportunities in the Classroom

RAP Actions	Commitment
Celebrate Days of National Significance	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. Curriculum documents have or will be audited to identify the extent to which Aboriginal and Torres Strait Islander histories, cultures and contributions are already embedded, and to identify opportunities for strengthening the representation of this content in the curriculum.



# Opportunities around the School

RAP Actions	Commitment
Inclusive Policies	All staff in our school 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. We have a plan in place to ensure all staff comply with these policies in their daily practice. Our internal policies have been, or will be, amended to ensure they are also inclusive of Aboriginal and Torres Strait Islander peoples and increase knowledge of Aboriginal and Torres Strait Islander histories and cultures in Australia.
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.



# Opportunities with the Community

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.



## Logo Artist

Name: Geraldine Brandy

Skin: Nola

Aboriginal Name: Judingude

Tribe: Jaminjung women from the Fitzmaurice/Victoria River Region (NT)

Info: Born in Wyndham Kimberley Region and have lived in and around Kununurra most of my life. I have had a passion for art from a young age. I have worked as an AIEO in the Kimberley Region for many years and love to use art with young people to share stories.

Geraldine created our logo with the information of our Traditional Custodians of this beautiful country, the Djargurd Wurrung peoples (Camperdown) and Kirrae Whurrung peoples (Noorat) of the Eastern Maar Nation.

Noorat is home to Mt Noorat, while Camperdown boasts Mt Leura and Mt Sugarloaf. Camperdown, an agricultural hub situated on the world's third largest volcanic plain, is encircled by vast salt and freshwater lakes. Our surroundings feature a mix of farmland and volcanic landscapes. Geraldine designed a logo that unites our two campuses: Noorat, on Kirrae Whurrung land, hosts years 7 and 8, while Camperdown, on Djargurd Wurrung land, accommodates years 9 through 12.





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