



ABORIGINAL LEARNING, WELLBEING AND SAFETY ACTION PLAN



Help for non-English speakers

If you need help to understand the information in this policy please contact the school reception.

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

Diamond Creek 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.

Family and community perspectives and feedback

We actively seek participation and feedback from Koorie students, families and 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, and during the development of Individual Education Plans.
- 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
- partnering with the Wurundjeri-willam local Aboriginal community 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 we:

- ensure staff participate 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

Diamond Creek 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 Country and Traditional Owners of the land on which our school is located at the start of every school assembly and meeting, and at the start of the day in each classroom and specialist learning space
- arranging Welcome to Country by local Elders at major school events such as the opening of new buildings or campuses
- arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture

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

Review and 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 reception with any feedback, concerns or suggestions

Initial Actions:

- Instances of racism are consistently identified and addressed.
- Our School identifies steps already taken to:
 - support, guide or train staff and volunteers and leaders to understand, respect and value Aboriginal culture and to understand the importance of this to the wellbeing and safety of Aboriginal children
 - actively support and facilitate participation and inclusion of Aboriginal children and their families
 - recognise and celebrate Aboriginal peoples, their achievements, communities and cultures
 - ensure racism within Diamond Creek Primary School is identified and addressed
 - create a culturally safe environment for Aboriginal children within Diamond Creek Primary School.

Further Actions

- Diamond Creek Primary School creates an inclusive and welcoming physical and online environment for Aboriginal children and their families by acknowledging and respecting Aboriginal peoples, communities, cultures and values.
- All children receive information from school about cultural rights and Diamond Creek Primary School takes active steps to encourage Aboriginal children to express their culture. When children express their culture, staff and volunteers in Diamond Creek Primary School give them support.
- Diamond Creek Primary School takes steps to empower our children and provide them with opportunities to participate in a way that is culturally safe for Aboriginal children.
- Diamond Creek Primary School provides culturally safe opportunities for Aboriginal families to participate in Diamond Creek Primary School.
- Diamond Creek Primary School provides members of the school's community with:
 - information on cultural rights, the strengths of Aboriginal cultures and the importance of culture to the wellbeing and safety of Aboriginal children
 - information on the connection between cultural safety and the prevention of child abuse and harm for Aboriginal children
 - opportunities to learn and express appreciation of Aboriginal cultures and histories.
- Strategies that encourage Diamond Creek Primary School's community to acknowledge and appreciate the strengths of Aboriginal cultures are developed, implemented and embedded into Diamond Creek Primary School.
- Strategies to prevent racism are implemented and incidents of racism are not tolerated.