Narragunnawali
Reconciliation in Education

NARRA GUNNA WALI

RECONCILIATION ACTION PLAN

Toowoomba Anglican School
April 2026 to April 2027

RECONCILIATION AUSTRALIA

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TOOWOOMBA
ANGLICAN SCHOOL
Est. 1911

VISION FOR RECONCILIATION

At Toowoomba Anglican School and Early Years Kindy, reconciliation is a shared journey of truth, respect, and relationship. Through our community of staff, students, parents, and friends, we envision a future where Aboriginal and Torres Strait Islander Peoples; their cultures, histories, and identities; are respected, engaged with, and central to our schools life and decision-making. We believe reconciliation is an ongoing process of listening, learning, and walking together. In partnership with local Aboriginal and Torres Strait Islander peoples, we seek to build understanding, strengthen relationships, and foster genuine connection between all members of the community. We honour the strength, diversity, and continuity of Aboriginal and Torres Strait Islander peoples and cultures and recognise their deep connections to Country, community, and spirituality. We are committed to respectfully embedding First Nations peoples perspectives across our teaching and learning so that every student and staff member gains a deeper understanding of Australias true shared histories and future. Our vision is for a community where reconciliation informs, reforms, and inspires local action: where truth-telling and cultural respect are lived values, not just words. Together, we will ensure Aboriginal and Torres Strait Islander voices are heard, respected, and celebrated, guiding us towards a more just, inclusive, and united future.

ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the Toowoomba Region whose song lines traverse the Lands and pay our respect to Elders past, present and emerging, for they hold the knowledge, rich traditions and bold ambitions of the First Peoples of Australia. In doing so, we acknowledge that, for thousands of years prior to the founding of Toowoomba Anglican School in 1911, this Land was already a place of teaching and learning.

RAP WORKING GROUP

Name	Position
Nick Johnstone	Principal / Director
Bianca Lingard	Staff (teaching)
Trina Faint	Staff (teaching)
Brett Rangiira	Staff (teaching)
Leasa Nielsen	Staff (teaching)
Alicia Middleton	Staff (non-teaching)
Jasmine Jenkins	Student
Jayden Muir	Student
Rheanna Wapau	Student
Claire Campbell	Parent/carer
Elizabeth Hamilton	Parent/carer
Skye Page	Staff (teaching)

CONTRIBUTORS

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

Name	Role/Organisation
Judith Standen	Elder

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.
Early Years Learning Framework	We seek out ways to connect our reconciliation vision and plans and Early Years Learning Framework principles, practices and outcomes. Our efforts mean reconciliation is embedded in everyday early learning environments.
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.

RELATIONSHIPS AROUND THE SCHOOL

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.

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 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.

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 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.

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
Aboriginal and Torres Strait Islander Flags	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.
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
Curriculum Planning	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.

OPPORTUNITIES AROUND THE SCHOOL

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.

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.