



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 Box Hill North Primary School on 03 9890 5023 or box.hill.north.ps@education.vic.gov.au.

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

PURPOSE

To ensure that Box Hill North Primary School members appropriately abide by the schools 'Aboriginal Learning, Wellbeing and Safety Action Plan'.

OBJECTIVE

This policy defines the expectations of school members relating to Box Hill North Primary Schools 'Aboriginal Learning, Wellbeing and Safety Action Plan'. This includes our school establishing and embedding a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued.

Box Hill North 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.

SCOPE

This policy applies to:

- all staff, including casual relief staff and volunteers
- all students within the school
- all parents, carers and community members.

SUPPORT KOORIE STUDENTS

At Box Hill North Primary School we encourage and actively support our Koorie student's ability to express their culture and enjoy their cultural rights in the following ways:

- equip staff, students, volunteers and the school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children and students
- adopt measures to ensure racism is identified, confronted and not tolerated
- address any instances of racism within the school environment with appropriate consequences
- actively support participation and inclusion in the school by Aboriginal children, students and their families
- ensure school policies, procedures, systems and processes together create a culturally safe and inclusive environment and meet the needs of Aboriginal children, students and their families

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, during the development of Individual Education Plans, First Nations focus groups and family meetings.
- 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 The Wurundjeri 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

Box Hill North 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's [Koorie Education Policy](#)
- ensuring that all Koorie students have individual education plans developed in partnership with students, families, and KESOs
- providing opportunities for students to build their capacity and knowledge on Koorie cultures and identities
- providing opportunities and leadership roles for Koorie students to share their culture and identity with their peers and teachers.

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 on Wurundjeri land at the start of every school assembly and meetings
- 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
- including an Acknowledgement of Country and Traditional Owners on our website home page and school staff members email signages

FURTHER INFORMATION AND RESOURCES

- [Ministerial Order 1359 – Implementing the Child Safe Standards – managing the risk of child abuse in schools and school boarding premises \(PDF, 363KB\)](#)
- [Child Safe Standard 1](#) – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of Aboriginal children and young people are respected and valued
- Student Wellbeing and Engagement Policy
- [Bullying Prevention Policy](#)
- Inclusion and Diversity Policy

COMMUNITY 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 Anna Johnstone – Principal (anna.johnstone@education.vic.gov.au) and Ainslie Peszynski – Assistant Principal (ainslie.peszynski@education.vic.gov.au) with any feedback, concerns or suggestions.

REVIEW AND APPROVAL

Plan last reviewed	Term 4 – October 2024
Consultation	School Council - Term 4 2024
Approved by	Anna Johnstone – Principal
Next scheduled review date	Term 4 - October 2026