

NAKRA GUNNA WALI

2025 RIVERSIDE EDUCATION RECONCILIATION ACTION PLAN

Reviewed 16.12.2025



RIVERSIDE



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VISION FOR RECONCILIATION

Our vision at Riverside Education is to provide opportunities for all staff, volunteers and clients to learn about and respect Aboriginal and Torres Strait Islander Peoples' histories and cultures. We are committed to creating culturally safe learning environments that empower young First Nations people and their communities. We will continue building respectful relationships between First Nations peoples and the wider community.

ACKNOWLEDGEMENT OF COUNTRY

Riverside Education acknowledges the Traditional Custodians of the Land on which we gather - the Wurundjeri Woiwurrung people of the Kulin Nation. We pay our respect to Elders past, present and emerging and acknowledge their continued connection and contribution to land, water and community. We recognise that sovereignty was never ceded; Always was, always will be Aboriginal Land.



RAP WORKING GROUP

Name	Position
Kate Bevan	General Manager
Hannah Bevan	Administration

Riverside Education would like to acknowledge Reconciliation Australia's Narragunnawali team the development of this RAP.



RELATIONSHIPS IN THE LEARNING ENVIRONMENT

RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander People in the Learning Environment	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 CENTRE

RAP ACTIONS	COMMITMENT
Cultural Responsiveness for Staff and Volunteers	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 clients. 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 WITHIN THE COMMUNITY

RAP ACTIONS	COMMITMENT
Welcome to Country	Where appropriate, significant events at our centre 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	National Reconciliation Week (NRW) is held from 27 May to 3 June each Year. 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 our local Aboriginal and Torres Strait Islander community. Our relationships will be built on mutual respect, trust and inclusiveness. We value these relationships and the way they make opportunities for Aboriginal and Torres Strait Islander and non-Indigenous staff, volunteers, clients and the community.



RESPECT IN THE LEARNING ENVIRONMENT

RAP ACTIONS	COMMITMENT
Teach about Reconciliation	Having an understanding of the concept, history and progress of reconciliation is an important part of continuing the reconciliation journey. We aim to incorporate and discuss the concept, history and progress of reconciliation throughout our teachings and activities.
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 service operates.

RESPECT AROUND THE CENTRE

RAP ACTIONS	COMMITMENT
Acknowledgement of Country	Our centre recognises the continuing connection of Aboriginal and Torres Strait Islander peoples to the Country on which we live, work, learn and grow. All staff, volunteers and clients 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 WITHIN THE COMMUNITY

RAP ACTIONS	COMMITMENT
Aboriginal and Torres Strait Islander Flags	We display the Aboriginal and Torres Strait Islander flags within the centre 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 staff training and an anti-racism strategy tailored to the needs of our centre and its community.



OPPORTUNITIES IN THE LEARNING ENVIRONMENT

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 commit to including Aboriginal and Torres Strait Islander histories and cultures in our teachings and encouraging conversations regarding history and culture among our clients and staff.

OPPORTUNITIES AROUND THE CENTRE

RAP ACTIONS	COMMITMENT
Inclusive Policies	All staff 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 IN 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 at our centre. 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.

