



HAVEN RECONCILIATION ACTION PLAN



OPPORTUNITIES

Opportunities in the classroom

- Curriculum planning

Opportunities around the school

- Inclusive policies
- Staff engagement with the RAP

Opportunities with the community

- Celebrate RAP progress



RELATIONSHIPS

Respect in the classroom

- Teach about Reconciliation
- Explore Current Affairs and Issues

Respect around the School

- Acknowledgement of Country
- Visibly demonstrate respect for Aboriginal and Torres Strait Islander Cultures

Respect with the Community

- Aboriginal and Torres Strait Islander Flags
- Take Action Against Racism
- Physical acknowledgement of country



RESPECT

Relationships in the classroom

- Aboriginal and Torres Strait Islander People in the classroom

Relationships around the school

- Cultural responsiveness for staff
- Reconciliation projects

Relationships with the community

- Welcome to Country
- Celebrate National Reconciliation Week
- Build relationships with Community

UNDERSTANDING OUR R.A.P

The RAP is a framework set by the Narragunnawali platform, it is a formal commitment to reconciliation. It documents how Haven will strengthen relationships, respect and opportunities in the classroom, around the school/service and with the community.

To understand our RAP it is broken down into **3 sections** as displayed above and we choose commitments under each section. 14 commitments are required, we have chosen to **action 17 in 2026**, these will help strengthen our curriculums toward reconciliation.

Under each heading we have created a goal we wish to reach. Completing the deliverables by their due dates is how we aim to meet our goals across 2026.

Please have a look at your curriculum and acknowledge how you are already weaving Aboriginal and Torres Strait Islander culture in. Is there anything you would like to add?

Refer to our **deliverables and goals**. Anything you add to your curriculum please →

1. Do a little write up. **2.** Link it to one of our commitments/deliverables. **3.** Print it out.

4. Put it in our RAP folder in the foyer.

OUR VISION STATEMENT

Haven Early Learning's vision for reconciliation is to continue building positive relationships, respect and trust between Aboriginal and Torres Strait Islander peoples and non-Indigenous people in our learning community. We will continue to champion reconciliation within the Bunurong community by respectfully and meaningfully embedding Aboriginal and Torres Strait Islander perspectives within our daily practices. We will work in partnership with Traditional Custodians and Aboriginal and Torres Strait Islander people in our local community, to ensure we continue to foster a deeper understanding of, and respect for Aboriginal and Torres Strait Islander peoples and cultures. We are committed to continuing to provide culturally safe and inclusive education and care environments and experiences for the children here at Haven, with recognition of Aboriginal and Torres Strait Islander children, educators, families and communities.

We recognise the importance of reconciliation being an ongoing and ever-evolving journey and, through this active recognition, we will commit to continued learning and to deepening and demonstrating our understanding that there is no end point in the reconciliation process.

OUR ACKNOWLEDGEMENT STATEMENT

Haven Early Learning pays our respect to the Bunurong people, the Traditional Custodians of the Land on which we learn and play. We would like to acknowledge and pay our respect to the Aboriginal and Torres Strait Islander Elders and Traditional Custodians and present for they hold the memories, the traditions, the cultures and hopes of Aboriginal and Torres Strait Islander peoples across the continent.



RELATIONSHIPS

RELATIONSHIPS IN THE CLASSROOM

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE IN THE CLASSROOM

Goal -
Be inclusive and support Aboriginal and Torres Strait Islander peoples culture by incorporating their voices into our curriculums and environments.

Include Aboriginal and Torres Strait Islander celebrations and events in our curriculums and calendar of events. E.g. NAIDOC Week, Reconciliation Week, National Aboriginal and Torres Strait Islander Children's Day.

DELIVERABLE 1 – DUE 16/12/26

Incorporate Aboriginal and Torres Strait Islander peoples books, music and art into our curriculum.

DELIVERABLE 2 – DUE 16/12/26



RELATIONSHIPS WITH THE COMMUNITY

BUILD RELATIONSHIPS WITH COMMUNITY

Goal - Continue to connect with our local community through council, families, schools and businesses.

Engage with our inclusion support agency to continue building relationships within our community.

DELIVERABLE 1 – DUE 31/07/26

Use <https://www.bunuronglc.org/> (our local land councils website) for resources and connection.

DELIVERABLE 2 – DUE 16/12/26

CELEBRATE NATIONAL RECONCILIATION WEEK

Goal - To acknowledge this week by using it as an opportunity to dive deeper into shared histories, cultures and achievements using this as a tool to further our education in reconciliation.

To extend on our already embedded practices and take time to teach and learn more about reconciliation with age appropriate activities, books and conversations.

DELIVERABLE 1 – DUE 12/06/26

WELCOME TO COUNTRY

Goal - Acknowledging the Bunurong land on which play and learn in our daily curriculums and at all staff meetings and Haven events.

As well as the poem and songs doing a spoken acknowledgement of country and an appropriate in-depth discussion about the land with AIATSIS map to support as a visual explanation.

DELIVERABLE 2 – DUE 31/12/26

An Acknowledgement of Country is embedded into our curriculum at each morning group time. A song for our 0-2s and a poem for our 3-5s. We acknowledge the Bunurong land on which we learn and play at every staff meeting and family event at Haven.

DELIVERABLE 1 – DUE 16/12/26



RELATIONSHIPS AROUND THE SCHOOL

CULTURAL RESPONSIVENESS FOR STAFF

Goal- Promote our cultural awareness, knowledge and engage all staff colleagues in the RAP

Engage all staff in an introductory training (webinar 14mins) to continue to expand their cultural competence, knowledge and engagement in RAP - **Webinar**

DELIVERABLE 1 – DUE 26/05/26

RECONCILIATION PROJECTS

Goal - To include a reconciliation project on our calendar of events on a yearly basis.

Ensure a reconciliation project is added onto Haven's Calendar of Events. This would be in the form of a whole centre first nations incursion.

DELIVERABLE 2 – DUE 1/11/26





RESPECT

RESPECT IN THE CLASSROOM

TEACH ABOUT RECONCILIATION

Goal- We are committed to reconciliation by embedding and weaving it into our everyday practices, not just on significant dates.

Themes of reconciliation is evident in all room curriculums and environments (Extended)

DELIVERABLE 1 – DUE 31/12/2026

Have extended conversations with 3 & 4 year old Kinder groups that focus on reconciliation to better understand why we do our Acknowledgement of Country every morning.

DELIVERABLE 2 – DUE 20/12/26

EXPLORE CURRENT AFFAIRS AND ISSUES

Goal- For educators and teachers to gain more perspective and deeper understanding of current affairs relating to Indigenous culture. This allowing for authentic and honest teaching.

Incorporate a variety of resources into our staff room including Reconciliation news, Koori Mail, Closing the Gap Report (Extended)

DELIVERABLE 1 – DUE 1/12/2026

Encourage staff to engage in appropriate webinars - https://www.bigmarker.com/narragunna_wali/Inclusive-Policies-Explore-Current-Affairs-and-Issues

DELIVERABLE 2 – DUE 15/07/2026



RESPECT WITH THE COMMUNITY

ABORIGINAL AND TORRES STRAIT ISLANDER FLAGS

Goal - Display Aboriginal and Torres Strait Islander Flag all year around

Ensure the Aboriginal and Torres Strait Islander Flag is always displayed in reception for all to see.

DELIVERABLE 1 – DUE 31/12/26

Ensure children and staff understand why we display the flags, what they represent and what they mean.

DELIVERABLE 2 – DUE 1/12/26

TAKE ACTION AGAINST RACISM

Goal - To provide children, families and colleagues a safe, secure environment that enables them to be who they strive to be and incorporates diverse voices.

Incorporate diverse voices and perspectives in our early learning service. Including actively listening to the voices of Aboriginal and Torres Strait Islanders through videos, stories and media. (extended)

DELIVERABLE 1 – DUE 31/12/26

PHYSICAL ACKNOWLEDGEMENT OF COUNTRY

Goal - Display a physical acknowledgment (plaque/ sign) of country in prominent area of the service (outside and inside)

Ensure acknowledgment of county is present in key areas of the service (inside and out). (extended)

DELIVERABLE 1 – DUE 31/12/26

RESPECT AROUND THE SCHOOL

ACKNOWLEDGEMENT OF COUNTRY

Goal - All involved at Haven Early Learning are respectful to the Traditional Owners and Custodians of this land.

Each room engages in an acknowledgment of country before every morning group time to begin the day. Ages 0-3 engage in a song and 3-5's recite a poem. All of the children are expected to engage and learn

DELIVERABLE 1 – DUE 31/12/26

An acknowledgement of country is delivered before every staff meeting or Haven event.

DELIVERABLE 2 – DUE 31/12/26

VISIBLY DEMONSTRATE RESPECT FOR ABORIGINAL AND TORRES STRAIT ISLANDER CULTURES

Goal - Continue to demonstrate respect for Aboriginal and Torres Strait Islander Cultures in all aspects of the centre and programming

Display artwork from Aboriginal and Torres Strait Islander artists -Source books from Aboriginal and Torres Strait Islander authors -Incorporate Aboriginal language cards into programs (extended)

DELIVERABLE 1 – DUE 1/12/26

Use local first nations music during sleep and rest times.

DELIVERABLE 2 – DUE 1/12/26





CURRICULUM PLANNING

Goal - Embed Aboriginal and Torres Strait Islander cultures and perspectives into our daily curriculum planned from our lead educators and teachers

Engage in a curriculum audit to ensure the updated principles and practices in the EYLF 2.0 are evident for Aboriginal and Torres Strait Islander people. (extended)

DELIVERABLE 1 – DUE 15/12/2026

OPPORTUNITIES IN THE CLASSROOM

OPPORTUNITIES AROUND THE SCHOOL

INCLUSIVE POLICIES

Goal - Policies and procedures to be inclusive of all Aboriginal and Torres Strait Islanders, with consistent internal reviews.

Continue to review internal policies, ensuring they are current and inclusive of all Aboriginal and Torres Strait Islanders, while seeking feedback (where needed) from our local inclusion agency.

DELIVERABLE 1 – DUE 26/12/26

STAFF ENGAGEMENT WITH THE RAP

Goal - To raise awareness and encourage involvement from the community of Haven Early Learning

Share copy of RAP with all staff and continue updates/ progress every term (extended)

DELIVERABLE 1 – DUE 1/12/26

Audit and questionnaire to gain knowledge and current understanding. Incorporate ideas from staff and the community.(extended)

DELIVERABLE 2 – DUE 15/12/26



OPPORTUNITIES WITH THE COMMUNITY

CELEBRATE THE RAP PROGRESS

Goal - Raise as much awareness about our RAP with our community and be proud of what we have achieved and delivered

Include our RAP actions in whole centre newsletter (posted once a term)

DELIVERABLE 1 – DUE 12/12/26



OPPORTUNITIES

