
Reconciliation Action Plan

Firbank Grammar School

May 2025

RELATIONSHIPS

ACTION:

Meaningful relationships are key to creating positive engagement. Firbank Grammar School endeavours to build strong relationships with First Nations people from the Kulin Nation and beyond.

Action	Responsibility	Timeline	Measurable Target
Establish a RAP Committee that meets regularly throughout the school year.	RAP Committee	2018–present	One meeting per term
Establish connections with the MITS program and Firbank Grammar School.	RAP Committee, SLT	2018–present	Active collaboration
Increase First Nations student and community involvement. Create a culturally safe space for MITS program students and ensure local accommodation to enable full participation in school life.	SLT, Boarding House, Indigenous Cultural Advisor	2020–present	Maintain a dedicated position for First Nations students; adopt MITS recommendations; provide a culturally safe boarding environment; foster partnerships with AFLW St Kilda
Raise cultural awareness among students and staff. Respect the cultures of First Nations students and communities.	SLT, Staff, RAP Committee	2019–present	Welcome to Country and Acknowledgement of Country at all official ceremonies; raise Aboriginal and Torres Strait Islander flags; include Acknowledgement of Country in all email footers

Action	Responsibility	Timeline	Measurable Target
Provide professional learning for staff on Aboriginal and Torres Strait Islander communities.	SLT, Indigenous Elders	Annual	Annual presentations; staff workshops
Celebrate First Nations culture through art, language, room naming, and signage.	SLT, RAP Committee, Student Leadership	2023–ongoing	Celebrate NAIDOC and Reconciliation Week; create an Aboriginal and First Nations Leadership Group; involve students in cultural events
Embed Aboriginal and Torres Strait Islander knowledge into the curriculum (ELC–Year 12 and boarding staff).	Director of Learning, Heads of Department	2018–present	Ensure all learning areas include Indigenous perspectives; design specific units; celebrate First Nations literature and culture in English and Literature courses
Establish a First Nations Student Voice Committee.	RAP Committee, SLT	2025	Maintain a student-led committee meeting regularly to provide feedback on Indigenous matters and school policies

RESPECT

Firbank Grammar School acknowledges the **Bunurong/Boon Wurrung people** of the Kulin Nation as the Traditional Owners of the land on which our school stands. We respect all First Nations peoples, their lands, Elders, cultures, and traditions, acknowledging these connections as ongoing. We celebrate and teach about First Nations cultures and the significant dates in the First Nations calendar.

Action	Responsibility	Timeline	Measurable Target
Cultural immersion for Firbank students through outdoor education programs.	Experiential Learning Team	Ongoing	Establish Desert Program; Acknowledgement of Country at all outdoor education activities

Action	Responsibility	Timeline	Measurable Target
Planting and labelling Indigenous flora on campus.	School Administration, Board, Grounds Staff	2023	Establish Indigenous gardens across all campuses
Display Acknowledgement of Country signs and Indigenous maps.	RAP Committee, SLT, Classroom Teachers	2019– present	Install plaques in Hindley and other key areas
Establish a memorial recognising local First Nations people and their stories.	RAP Committee, Student Leadership Groups (SRC, SJL, EAG, Wellbeing)	2023	Invite Elders to NAIDOC Assembly; hold annual Smoking Ceremony; install public artwork
Display Aboriginal and Torres Strait Islander artwork throughout the school.	SLT, RAP Committee	2019– present	Display artwork in Senior Library, Boarding House, Foyer, Principal’s Office, and all campus receptions
Publish the Firbank RAP on the school website.	RAP Committee, SLT	2025	RAP visible on the school website
Expand library collection to include First Nations writers, poets, and playwrights.	Librarian	2018– present	Maintain, review, and grow the First Nations collection

OPPORTUNITIES

Action	Responsibility	Timeline	Measurable Target
Scholarships and sponsorships for First Nations students.	School Principal	Ongoing	Subsidised tuition; establish First Nations Bursary; promote philanthropic sponsorships; discounted fees for eligible students
Increase employment of Aboriginal and Torres Strait Islander staff.	Human Resources Manager	Ongoing	Affirmative action aiming for 2% of staff from Aboriginal or Torres Strait Islander backgrounds

Action	Responsibility	Timeline	Measurable Target
Support Aboriginal and Torres Strait Islander businesses.	CFO, Business Manager	Ongoing	Include questions on support of First Nations businesses in all tenders
Provide teacher training placements for Aboriginal and Torres Strait Islander student teachers.	HR Manager, Director of Learning	Ongoing	Establish relationships with universities for placement opportunities
Offer Indigenous foods in the school canteen.	Avoca Catering, CFO	Ongoing	Include and label Indigenous foods during NAIDOC, Reconciliation Week, and seasonally
Ensure inclusivity policies support Aboriginal and Torres Strait Islander students and staff.	SLT, RAP, Inclusivity Team	2021–present	Staff professional learning; Stand-Up program in Senior School (2023); inclusivity surveys; establish inclusivity policy
Incorporate Indigenous artwork and music into school events.	Director of Learning, Heads of Department	2019–present	Install artwork; include First Nations songs at Presentation Night, Valedictory, Induction Service; host Aboriginal Artist in Residence; translate school song into Indigenous languages
Map First Nations content across curriculum and co-curricular programs.	Director of Curriculum	2023–ongoing	Ensure clear inclusion in Scope and Sequence documents