



**Sydenham**  
Primary School

## Sydenham Primary School Action Plan

### Aboriginal Learning, Wellbeing and Safety

#### **Help for non-English speakers**

If you need help to understand the information in this policy, please contact Sydenham Primary School's administration.

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

Sydenham 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 several measures in place to ensure our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below.

#### **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 (SSG), during the development of Individual Education Plans (IEP), regular parent/carer-teacher conferences and ongoing informal communications
- 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 Wurundjeri and Bunurong peoples 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
- families and the school community are invited to have a say in the development and review of child safety and wellbeing policies, procedures and practices through website, newsletters, information sessions and school council
- recognising and celebrating culturally significant events with families and providing parent/carer volunteer opportunities to all families – enabling students to be involved in various cultural experiences as part of their learning
- partnering with VACCA ([Victorian Aboriginal Child Care Agency](#)) 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
- staff are encouraged to participate in local Cultural programs and events
- focus on professional growth and risk-taking to help staff build skills in inclusive practice.

### **Curriculum and learning**

Sydenham 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
- recognise key events including Harmony Day, Sorry Day, NAIDOC week and Reconciliation week
- curriculum planning embeds Aboriginal perspectives and actively plans for incursions that are related to Aboriginal culture across the school
- students are taught about First Nations history and culture including authors, artists, actors, and spirit stars etc
- being mindful of cultural sensitivity when presenting lessons and activities
- using the [Koorie Literacy and Numeracy Program \(KLNP\)](#) guidelines for eligible First Nation primary students in both Early Years KLNP (EYKLNP) from F-3 and Extended KLNP (E-KLNP) for students in years 4-6, to obtain additional supports and funding to improve literacy/numeracy outcomes in line with goals and targets of individualised IEPs
- developing a bank of First Nations literature, artwork and artefacts in our school library
- being mindful of cultural sensitivity when presenting lessons and activities, for example considering that hearing recordings, seeing images or the names of deceased persons may cause sadness or distress for Koorie students and, in some cases, offend against strongly
- speaking with respect and confidence about Koorie culture, knowledge systems and people.

### **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, Wurundjeri and Bunurong, at the start of every school assembly and meeting
- 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.
- displaying plaques/signs outside our main entrance that Acknowledge Country and Traditional Owners
- including an Acknowledgement of Country and Traditional Owners on our website home page
- acknowledgement and continual celebration of cultural associations to the land the school is situated on
- the interiors of our school welcome students, teachers, parents/carers and community, to embrace the history and caring of country through shared experience and paying respect to those custodians past, present and future
- having an Acknowledgement of Country poster up in each classroom and workspace throughout the school.

### **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 our Assistant Principal with any feedback, concerns or suggestions.

### **Review and approval**

Policy last reviewed	July 2025
Consultation	Consultation with students, staff and parents/carers and/or School Council to take place in Term 1, 2026 (or as soon as the School Council is appointed)
Approved by	Principal
Next scheduled review date	Term 1, 2026 To ensure ongoing relevance and continuous improvement, this policy will be reviewed every 1-2 years thereafter*

\*The *Action Plan Aboriginal Learning, Wellbeing and Safety* will be reviewed earlier if a significant incident occurs or due to legislative changes.