



Kilmore Primary School

Principal: Mr Neil O'Sullivan

35 Lancefield Road, Kilmore 3764 • PO Box 105, Kilmore 3764 • ABN 85 985 746 253
P 03 5782 1268 F 03 5782 1553 E kilmore.ps@education.vic.gov.au W www.kilmoreps.vic.edu.au

ABORIGINAL LEARNING, WELLBEING AND SAFETY



Help for non-English speakers

If you need help to understand the information in this policy, please contact the school administration office on (03) 5782 1268 or via kilmore.ps@education.vic.gov.au

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

Kilmore 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:

- 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
- Develop and endorse a policy or statement detailing the strategies and actions the school will take
- Begin events and meetings with a Welcome to Country or an Acknowledgement of Country as a standing agenda item. Use this as an opportunity to pause and reflect or open a discussion
- Fly the Aboriginal and Torres Strait Islander flags on school grounds.
- Display plaques and signs to Acknowledge Country and Traditional Owners.
- Celebrate the local Aboriginal community in communications with students, staff, volunteers and families. Share information through school newsletters, school assemblies. parent information nights.



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- Lead on safety and inclusion for all Aboriginal students and their families. Learn more about Aboriginal histories and cultures, both locally and across Australia. Speak with respect and confidence about Aboriginal culture, knowledge systems and people implement the Koorie Education Policy to create a learning environment for all students that acknowledges, respects and values Aboriginal cultures and identities
- Use Koorie Engagement Support Officers (KESOs) to provide advice to government schools about creating culturally inclusive learning environments
- Use the [Marrung Aboriginal Education Plan 2016–2026](#) to guide the school's support for Aboriginal self-determination
- Express zero tolerance of racism as per our [Bullying Prevention Policy](#)
- Address racism from students, staff, volunteers or visitors directly. Make sure racist speech or actions are always dealt with, and the culture of the school works to prevent incidents from occurring
- Arrange Community Understanding Safety Training (CUST) or equivalent for staff
- Use the Victorian Aboriginal Child Care Agency cultural safety continuum reflective tool to make a tailored learning and development plan focused on staff cultural competence learning needs
- Recognise key events and anniversaries
- Ensure that Koorie students have facilitated Student Support Group meetings
- Ensure that Koorie student have Individual Learning Plans

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 and during the development of Individual Education Plans
- 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
- Consulting and liaising with Taungurung Clans and Aboriginal Corporation regarding culturally relevant initiatives



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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
- Ensure training and professional development equips teaching staff to deliver Aboriginal and Torres Strait Islander perspectives within the classroom curriculum
- Provide staff training and capacity building regarding cultural sensitivity, trauma informed practice and strengths-based approaches

Curriculum and learning

Kilmore 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 and Training's [Koorie Education Policy](#)
- Ensuring that all Koorie students have facilitated student support group meetings and individual education plans developed in partnership with students, families, and KESOs.
- Ensure that our wellbeing curriculum includes Koorie education content and lesson plans
- Developing and implementing initiatives and curriculum content to recognise key initiatives such as Sorry Day and National Aborigines and Islanders Day Observance Committee (NAIDOC) Week

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 the Taungurung People, the Traditional Owners of the land on which our school is located, at the start of every school assembly and meeting
- Arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture



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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
- Provide online information on our website regarding local services and education providers within the local region

Review and 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 the Principal with any feedback, concerns or suggestions.

FURTHER INFORMATION AND RESOURCES

The following [School Policies](#) are also relevant to this policy:

- *KPS Bullying Prevention Policy*
- *KPS Child Safety and Wellbeing Policy*
- *KPS Code of Conduct*
- *KPS Inclusion and Diversity Policy*
- *KPS Statement of Values and School Philosophy*
- *KPS Student Wellbeing and Engagement Policy*

The following Department of Education and Training policies and Policy and Advisory Library (PAL) are relevant to this policy:

- [Marrung Aboriginal Education Plan 2016-2026](#)
- [Teaching Aboriginal and Torres Strait Islander culture](#)
- [Koorie Education](#)



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POLICY REVIEW AND APPROVAL

The Principal and School Council is responsible for reviewing and updating this plan every two years. The review will include input from students, parents/carers and the school community.

Policy last reviewed	May 2023
Consultation	School Council and Kilmore Primary School staff
Approved by	Principal
Next scheduled review date	May 2025