

KOORIE LEARNING AND WELLBEING POLICY



Help for non-English speakers.

If you need help to understand the information in this policy, please contact 8311-5200

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

PURPOSE

To ensure school staff embrace the vision of the [Marrung Aboriginal Education Plan](#) and celebrate 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.

SCOPE

This policy applies to all teaching and non-teaching staff at Sunshine College, including education support staff, casual relief teachers and visiting teachers.

POLICY

The Victorian Government has a strong commitment to improving Koorie education outcomes and closing the gap in educational achievement. This commitment is further strengthened through the Education State, which provides every Victorian the opportunity to success in life, regardless of background, place, or circumstance.

The Marrung Aboriginal Education Plan is an integral element in building the Education State and will support the achievement of its key reforms.

Sunshine College is committed to ensuring that all students are provided a high-quality, evidence-based curriculum which is wide-ranging and equips individuals with the personal and practical skills to get the jobs they want and live healthier and more prosperous lives. The learning programs at Sunshine College are inclusive, responsive, and respectful. The programs support a culturally safe environment and celebrate the cultural identity of Koorie learners.

Sunshine College has implemented several measures to ensure our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below.

- equip staff, students, volunteers, and the school community to acknowledge and appreciate the strengths of First Nations cultures and understand their importance to the wellbeing and safety of Koorie children and students.
- ensure school policies, procedures, systems, and processes together create a culturally safe and inclusive environment and meet the needs of Koorie children, students, and their families.
- Indigenous Leaders in the school identified.

- actively support participation and inclusion in the school by Koorie children, students, and their families
- adopt measures to ensure racism is identified, confronted, and not tolerated within the school environment with appropriate consequences.
- develop and endorse this policy detailing the strategies and actions the school will take.

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 seek their feedback on decisions that affect them. This includes how well we are meeting their needs, through initial enrolment meetings, and Student Support Groups 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.

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) and refresher sessions.
- 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 collaboratively within their Focus Groups to map and develop teaching and learning activities within the Victorian Curriculum priorities that 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.

Curriculum and Learning

Sunshine College supports the development of high expectations and individualised learning for Koorie students and creates a learning environment for all 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 individual education plans developed in partnership with students and families.
- arranging incursions and excursions and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture.

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) at the start of every school assembly and whole school 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

COMMUNICATION

This policy will be communicated to our school community on the school's website. This policy will be included in:

- Staff induction processes.
- Discussed at staff briefings or meetings, as required.
- Included in our staff handbook.
- Made available in hardcopy from the front offices upon request.

POLICY REVIEW AND APPROVAL

Policy adopted	May 2023
Approved by	Tim Blunt
Next scheduled review date	May 2025