



F.I.R.E. Carrier Covenant est. 2021

Covenant

We recognise the special place and culture of Aboriginal peoples within Australia. We acknowledge that Aboriginal peoples have been the caretakers of this Land for more than 60,000 years. We respect their spiritual connection to Mother Earth through the Dreaming.

'An apology begins the healing process. Apology means understanding, a willingness to enter into the suffering. It implies a commitment to do more'. The late Sir Ronald Wilson, Chair of the National Inquiry into the removal of Aboriginal and Torres Strait Islander children from their families.

We understand that practical measures need to address the disadvantage experienced by Aboriginal people in education, health, employment, and general opportunity.

"Reconciliation is an active pursuit – it's about getting on with what's needed and what we know to get the results we all want, and that's a mixture of measures that target the body, the mind and the spirit." Mick Dodson, Australian of the Year, National Press Club address, 17 February 2009

True Reconciliation requires national and local solutions achieved through positive and purposeful partnerships not just for today but for tomorrow. We work for Reconciliation, in partnership with those who believe that there can be an alternative to the present order.

Covenants emphasize the ethos and faith belief of Catholic schools and the Social Justice response they are committed to make as part of their Christian identity. Schools' expressed commitment is reflected in practical goals and actions which they strive to achieve in the year ahead. School covenants express in ways, specific to each school, recognition of the special contribution Aboriginal peoples and their cultures make to Australian society, their relationship and connection to the land, their present position of disadvantage and social exclusion. They declare the school and school community's commitment to stand in solidarity with Aboriginal peoples to achieve true reconciliation and acknowledgement, by all Australians, of their rightful position within Australian society. (*firecarriers Sandhurst.pdf*)

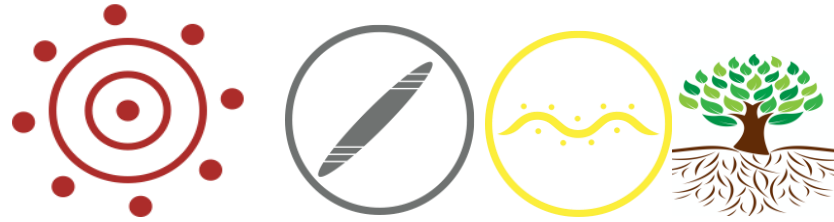
Our School

(What do we mean by Reconciliation? What responsibility do we have as individuals as a group? Why is Reconciliation important in our School?)

Our vision for reconciliation is to be a place of learning and teaching that respects Aboriginal protocols, history and culture. We will have strong and mutually beneficial relationships with Aboriginal communities. These relationships will provide for the sharing of knowledge and ideas, and the opportunity to listen and learn from Aboriginal Australians about the past, their current circumstances, and their vision for the future. We will be a place where Aboriginal culture is respected and celebrated.

Our Covenant

Our covenant was originally developed by our student FIRE Carriers, FIRE Carrier staff and Leadership Team Petra Teggelove, Leonie Tomlins and Gabrielle Walsh in consultation with the Koorie Education Worker Michellie Charvat and the Aboriginal team from Catholic Education Sandhurst. Our



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school community will be presented with ideas and actions that work towards Reconciliation in our local community. The Sandhurst Aboriginal Team work with the Koorie Education Worker and wider school community, staff and students who were and are involved in the continuing development and review of our Covenant.

CHILD SAFE STANDARDS

Culturally safe environments

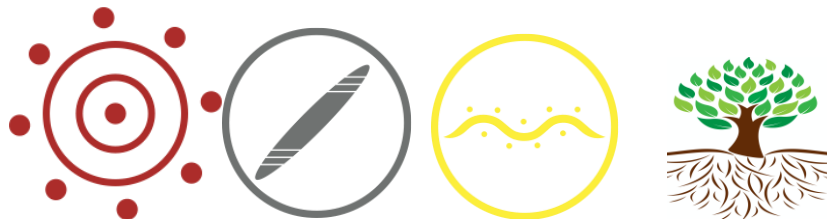
Aboriginal & Torres Strait Islander Cultural Safety is defined as an environment that is safe for Aboriginal & Torres Strait Islanders, where there is no assault, challenge or denial of their identity and experience. (Williams 2008)

The school (insert school name here) takes account of and makes reasonable efforts to accommodate for the diversity of all children in implementing the Child Safe Standards relating to following standard.

5.1 Schools and school boarding premises must establish culturally safe environments in which the diverse and unique identities and experiences of Aboriginal children, young people and students are respected and valued

Actions

- 1. In endorsing and documenting the following activities contained within this FIRE Carrier covenant, Our School St Therese's Primary school commits to completing or putting steps in place to complete all actions through measurable targets outlined by the dates set out in the timeline included.**
- 2. This FIRE Carrier covenant will be made accessible on the school's website to ensure adherence to the child safe standard referred to in the document.**
- 3. A review at the end of school year will be conducted and the plan will be updated and passed to the following year's FIRE Carrier coordinator.**



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Our Short Term and Long-Term Targets

6 Months

12 Months

2 Years

Our 6 month/short term goal is to expand our FIRE Carriers from exclusively Grade 6 students to Grade 5 and 6 students and Parents/Advisory Council. Our intention is to encourage a larger group of FIRE Carriers that bring forward diverse and differing ideas, worldviews, perspectives and understandings of Aboriginal and Torres Strait Islander culture and history to better move forward towards reconciliation. Our hopes are that our Grade 6 students will take on more leadership roles in executing ideas and activities, within the school, while leading and transitioning our Grade 5 students to take over those roles the following year. Our Grade 5 FIRE Carriers will bring fresh ideas and perspectives to the group while our Parents and Advisory Council will be more community based. We feel having Parents involved, the students will feel a greater sense of importance within our FIRE Carriers program.

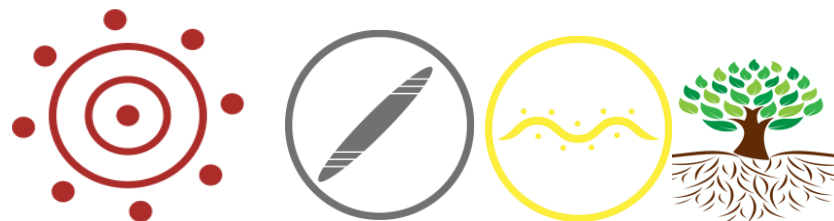
Our 12 month/Long term goal is enhancing our parent/Guardian connection to the local Aboriginal and Torres Strait Islander community and First Nations perspectives through our school Newsletter, whole school Assembly and Social Media pages. Our intention is to make information around the local community, culture, History and resources accessible and visible.

Another 12 month/ Long term goal is to continue to build the capacity of staff to implement Australians Together and deepen and enrich their understanding of the individual life experiences, cultural backgrounds and personal identities of all First Nation Peoples.

Our 2 year/Long term goal is to create a video Acknowledgment of Country created by our school's students and staff that is more personal and embeds local Aboriginal and Torres Strait Islander culture and knowledge into the Acknowledgment of Country. This Video will be used before Assemblies, Graduations, Mass and other school-based presentations, activities and gatherings. We intend to create this video with respect and acknowledgment of the local community and their culture, customs and laws that the Djarra live by. Our hope with this long-term target is to expose and raise the profile of our local Aboriginal and Torres Strait Islander community.

Our Second 2 Year/Long term goal is to implement more frequent consultation with Michellie Charvat the Koorie Education Worker before planning weeks, during staff meetings and weekly planning times to determine how cultural perspectives and the Australians Together curriculum can be embedded within the topics and curriculum for each unit across the year.

Our Third 2 year/Long term goal is to create a visual timeline, which will be placed somewhere within our school, of the cultural milestones that our school has implemented or achieved over the years, and the evolution of visual Culture within our school. This will be capturing our school's history and milestones.



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Spirituality			
Focus Area: Learn, Teach, Share, Grow towards understanding Aboriginal Spirituality (holistic)			
Action	Responsibility	Timeline	Suggested Activities/Resources
Engage, collaborate and consult with Aboriginal people to enrich and enhance, spiritual experiences for staff, student and community.	All Staff	Ongoing	➤ Work with colleagues with the Aboriginal Network and CES staff
		Ongoing	➤ Work with Elders and Aboriginal people locally to ensure protocols and knowledge are accurate
		Embedded	➤ Encourage students that identify as Indigenous to be proud and celebrate their culture.
Honour the Aboriginal significant days through prayer		Embedded	➤ Use the message stick during reading of the Word at assemblies, liturgies and Masses
Perform the Aboriginal rituals in Mass and prayer e.g. Acknowledgment of country and Message Stick		Embedded	➤ Participate in retreats and immersion opportunities to significant Aboriginal Sites i.e. Lake Mungo.
		Embedded	➤ Use the prayer and liturgy materials provided by CEO Staff for Staff Meetings and PDs prepared during Aboriginal significant days
		Ongoing	➤ Assist and take part in the preparation and attend the National Reconciliation Week Masses each year.
			➤

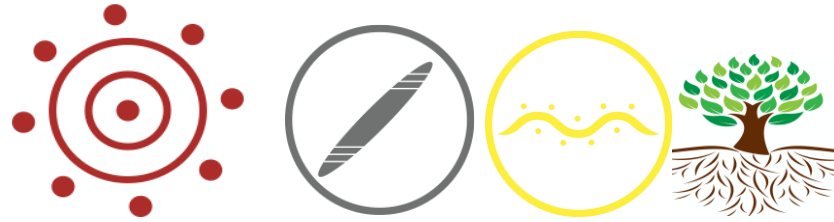


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Cultural Recognition & Awareness

Focus Area: Recognise Cultural Perspectives, Demonstrate Awareness

Action	Responsibility	Timeline	Suggested Activities / Resources
Embrace Aboriginal stories and culture within Office ceremonies	All Staff	Ongoing	➤ Acknowledge Country at staff meetings and all public events.
Publicly display our schools respect for Aboriginal people.	All staff	Ongoing	➤ Invite Elders to Welcome visitors to Country at significant events where appropriate.
Engage in professional development and cross-cultural opportunities to better cater for the needs of Aboriginal students in our schools	All staff working with the Aboriginal Team for Catholic Education Sandhurst and Koorie Education Worker	Ongoing	➤ Localise Acknowledgment of Country as much as possible using local photos / images
		Embedded	➤ Work with staff to assist them to Incorporate Aboriginal perspectives in curriculum.
		Ongoing	➤ Share knowledge of culture at staff meetings and learning days.
		Embedded	➤ Acknowledge Country on school's website, email messages and printed material
		Embedded	➤ Appoint a senior staff member as a FIRE Carrier leader and perform ceremony early in the year with the FIRE Carriers Lou Levy and the team from CES
		Ongoing	➤ Educate the school community of the Aboriginal story of the land and people on which Doxa is situated.
		Ongoing	➤ Tell the story of the local landscape and how it relates to our school

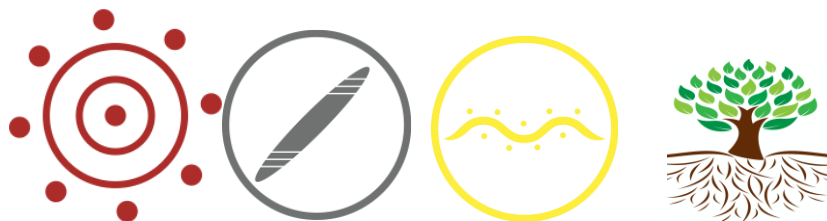


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Cultural Recognition & Awareness

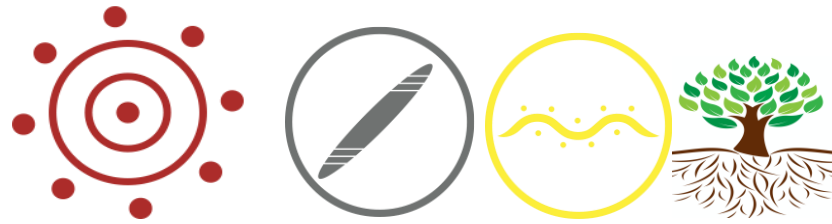
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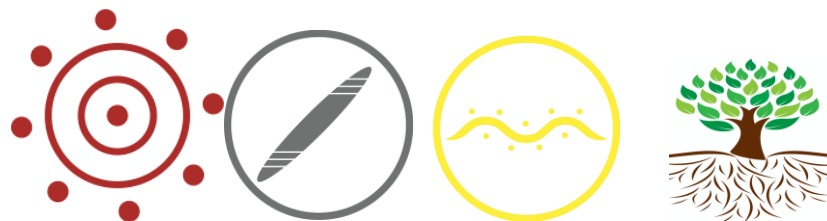


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Practical Reconciliation & Justice Focus Area: Walk the Journey together, Put Learnings into Practice			
Action	Responsibility	Timeline	Suggested Measureable Target
Take Practical Measures toward Reconciliation and Justice	All staff	Embedded	➤ Display the Aboriginal and Torres Strait Islander flags.
Acknowledge and teach the 'true' history of Australia	All staff	Embedded	➤ Teach and learn the truths of history.
Empower the FIRE Carrier leaders to share the learning and message within the school	All Staff	Embedded	➤ Display and maintain Aboriginal artefacts in the front office. Add to this display over time.
		Ongoing	➤ Attend significant gatherings such as Reconciliation Masses
		Embedded	➤ Make links to Victorian curriculum.
		Embedded	➤ Provide learning opportunity for FIRE Carrier teachers & students to grow their knowledge and understanding
		Embedded	➤ Provide opportunities for FIRE Carrier leaders to pass on their knowledge and learning



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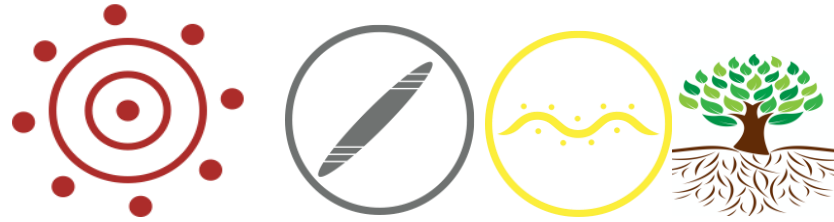


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Ecological Stewardship.

Focus Area: Ecological renewal and sustainability depends upon spiritual awareness and an attitude of responsibility – Caring for country.

Action	Responsibility	Timeline	Suggested Measureable Target
Take Practical Measures toward teaching and learning of how Indigenous people cared for and lived off the land	All Staff	Ongoing	➤ Teach and learn the Indigenous way of living.
Develop knowledge and skills of our Sustainability leaders and FIRE Carriers	All Staff	Embedded	➤ Sustain learning and teaching practices ➤ Make links to Victorian curriculum. ➤ Sign up to Earth Care
Engage in Sandhurst switches off. Celebrate Earth Hour. Have a nude food policy at school and home!	All Staff	Ongoing	➤ Sustainability leaders share learning and provide opportunities for the whole school to be engaged and immersed in particular ways to help the land and country.
Empower the FIRE Carrier leaders to share the learning and message within the school	All Staff	Embedded	➤ Provide learning opportunity for our Sustainability and FIRE Carrier students to grow their knowledge and understanding Provide opportunities for FIRE Carrier leaders to pass on their knowledge and learning.
Share the story of Totems how they are attached to the environment and what that means for us today regarding Ecological Stewardship.	All Staff	Embedded	➤ Students will be able to recall and retell the story. ➤ Create an Indigenous space as a learning space to tell this story.



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The FIRE Carrier Project is an initiative of the Aboriginal Catholic Ministry, the Opening the Doors Foundation and the Sandhurst Catholic Education Office, to promote and assist Reconciliation through Education in our Schools.

Our School commits to completing or putting steps in place to complete all Actions through Measureable Targets outlined above by the dates set out in the timeline above. A review at the end of school year will be conducted and the plan will be updated and passed to the following year's FIRE Carrier.