

## Reconciliation Action Plans for Schools and Early Learning Services

### What is a RAP?

A Reconciliation Action Plan (RAP) is a formal statement of commitment to reconciliation. A school or early learning service can develop a RAP using Reconciliation Australia's Narragunnawali platform [reconciliation.org.au/narragunnawali/](https://reconciliation.org.au/narragunnawali/) to register and extend on existing initiatives or to begin a new journey. The Narragunnawali RAP framework supports whole-scale change towards reconciliation through focusing on the need to develop relationships, respect and opportunities in the classroom, around the school or early learning service and with the community alike.

### The key steps for developing a RAP include:

- **Establish a RAP Working Group:** A diverse Working Group ensures the responsibility of implementing reconciliation initiatives does not sit with one person. Your Working Group can include teaching and non-teaching staff, parents, students and community members.
- **Complete the Reflection Survey:** To assist with planning, the Reflection Survey gives a snapshot of reconciliation in the school or early learning service.
- **Write a Vision for Reconciliation:** A Vision is an overarching, aspirational statement that provides an opportunity to publicly articulate to the wider community what reconciliation means to your school or early learning service, and what it is that motivates your commitment to reconciliation.
- **Add RAP Actions:** There are 40 RAP Actions to select from, including 14 that are a minimum requirement. Each RAP Action is also supported by a suite of professional learning and curriculum resources, aligned to national teaching standards and curriculum frameworks.
- **Submit the RAP:** RAPs are submitted to the Principal or Director for approval and then to Reconciliation Australia who will review the RAP's Vision for Reconciliation and Acknowledgement of Country statements prior to publication.
- **Refresh the RAP:** 12 months after publication, the RAP will be reverted to draft to allow the RAP Working Group to refresh the RAP and ensure it remains a living and dynamic document. While all data from the previous version of the RAP will be retained, the refresh process involves, at minimum, re-completing the Reflection Survey and re-submitting the RAP. It is also an opportunity to make updates to the Vision for Reconciliation statement and add new Actions to the RAP.

To learn more, and to start your school or early learning service's RAP development journey, visit: [narragunnawali.org.au/raps/what-is-a-rap](https://narragunnawali.org.au/raps/what-is-a-rap)

## Actions

RAP Actions are the practical commitments included in the Reconciliation Action Plan (RAP). There are 40 RAP Actions, each of which relates to relationships, respect and opportunities, as they play out in the classroom, around the school or early learning service and with the community. There are 14 Actions that must be included in the RAP for it to be considered complete – they are marked as ‘required’. The required Actions are essential to enable a consistent minimum standard for RAPs.

## 14 Required RAP Actions



**Relationships** in the Classroom

Aboriginal and Torres Strait Islander People in the classroom



**Relationships** around the School

Cultural Competence for Staff



**Relationships** with the Community

Welcome to Country, Build Relationships with Community



**Relationships** with the Community

Celebrate National Reconciliation Week



**Respect** in the Classroom

Teach about Reconciliation, Explore Current Affairs and Issues



**Respect** around the School

Acknowledgment of Country



**Respect** with the Community

Aboriginal and Torres Strait Islander Flags

Take Action Against Racism



**Opportunities** in the  
Classroom

Curriculum Planning



**Opportunities** around the  
School

Inclusive Policies, Staff  
Engagement with RAP

Staff Engagement with RAP



**Opportunities** with the  
Community

Celebrate RAP progress

To explore the full range of RAP Actions, and add these to your school or early learning service's RAP, visit: [narragunnawali.org.au/rap/actions](https://narragunnawali.org.au/rap/actions)

### **The Benefits of Engaging in the Narragunawali RAP development process:**

*"Developing our RAP seemed like a fairly daunting process to start. However, once we logged on to the Narragunawali platform things started to become clearer, focusing our discussions and making the task more manageable. "*

*"I was impressed with the [Narragunawali] platform... it was scaffolded so well that it was easy for you to do. It was clear about how many steps you needed to complete before you actually had the RAP and it covered a variety of different things."*

*"The [Narragunawali platform] is comprehensive and provided our school with a focus for our reconciliation practices. Activities and events as well as curriculum offerings have been developed with the school's RAP in mind. The understandings and cultural knowledge developed through an intensive program with our youngest students will permeate through the school as these students move up through the years and influence progressively the teachers of these informed students. We will continue to foster and promote new and innovative practices throughout the school supported by the RAP team."*

*"There has been a shift in the schools that I've been working with [to develop RAPs]... that is greater than I could've ever anticipated... their understanding of the injustice, in their respect for Aboriginal people... It's interest and awe and fascination, curiosity and genuine partnerships, real collaboration and friendships and mutual respect and a really good vibe... this moment in time seems to be quite potent."*

*"I had never anticipated such collaboration... between the Aboriginal and non-Aboriginal students to promote reconciliation and how fiercely and respectfully the non-Aboriginal students support and listen to and advocate for the Aboriginal students. It makes me feel very hopeful about the future. "*

Quotes from schools and early learning services participating in the Narragunnawali RAP development process and the ANU-led evaluation of Narragunnawali: Reconciliation in Education.

To learn more about the evaluation of Narragunnawali, visit:

<https://csrcm.cass.anu.edu.au/research/projects/evaluation-narragunnawali-reconciliation-schools-and-early-learning>

To learn more about schools and early learning services with a Narragunnawali RAP, visit: [narragunnawali.org.au/raps/who-has-a-rap](http://narragunnawali.org.au/raps/who-has-a-rap)