



BAYSIDE FAMILY DAY CARE RECONCILIATION ACTION PLAN

Our vision for reconciliation

Our organisation is committed to ongoing learning about Aboriginal and Torres Strait Islanders histories, cultures and contemporary issues. We aim to create opportunities for Aboriginal and Torres Strait Islander peoples to take up employment in our organisation; and to build respectful relationships with them and their communities.

Our vision is that our commitment to reconciliation can facilitate change in the next generation. Developing awareness, knowledge and respect for Aboriginal and Torres Strait Islander cultures and histories will reap benefits in children from an early age. Exploring issues of fairness, justice and equality we hope to develop a sense of social justice in those future generations, leading to a better, fairer society in which reconciliation will thrive.

We aspire to provide a high standard of education to Aboriginal and Torres Strait Islander children that will lay a foundation to future successes. We will focus on their strengths and value their family, culture and languages. We will add to the culturally specific knowledge they bring from their family and community, offering educational opportunities that will create a love of learning, maximize their potential and help close the life expectancy gap.

Our Business

Bayside Family Day Care delivers quality home-based education and care services to children in the southern Brisbane suburbs. Our service supports children's learning and development through a team of 75 educators assisted by a group of qualified education and care facilitators.

Good Early Childhood Education and Care programs enhance a child's life-chances to succeed, in school, in employment and can lead to better outcomes in life. Bayside Family Day Care aims to give children a good start in life through building a sense of security, cultural safety, learning and wellbeing. We seek to develop each child's sense of fairness and justice leading to a strong sense of personal responsibility to fellow human beings. We are working towards building a cohesive society that provides opportunities for all, and one that could close the life expectancy gap for Aboriginal & Torres Strait Islander children.

Our Reconciliation Action Plan

Our RAP has been developed with the input of educators, parents, staff, management and the inclusion support team. A series of questionnaires and meetings have led to the completed document. Data from questionnaires was collated, analyzed and formulated. This data, together with ideas from staff and consultations with members of the Aboriginal & Torres Strait Islander communities, has been utilized to inform the final document.

Our RAP is our organizations way of helping to reduce the unacceptable 17 year life expectancy gap between Aboriginal and Torres Strait Islander peoples and the wider Australian community. Respectful relationships, acknowledging and valuing Aboriginal, Torres Strait Islander peoples, cultures, histories and land; and creating opportunities for Aboriginal and Torres Strait Islander peoples to find rewarding work in the education and care of children, we hope, will help to reduce this intolerable life expectancy gap.

The staff at Bayside Family day Care has undertaken cultural awareness training through Education Queensland. We have completed online training on Aboriginal Culture and have engaged in a range of activities to learn more about Aboriginal and Torres Strait Islander art, culture, history and contemporary issues. Our aim is to extend these training and educational opportunities to all new members of staff.

Management conducts an acknowledgement of the Traditional Owners of the Land at each monthly gathering of the members of our service.

Members of staff have attended an IPSU (Indigenous Professional Support Unit) Conference in Cairns to learn more about culturally safe practices in early childhood. We have approached a local Aboriginal Artist to produce a piece of art for our Reconciliation Action Plan.

Our service has initiated a Learning Circle period at staff meetings to share learning about Aboriginal and Torres Strait Islander cultures.

Relationships	<p>Respectful relationships between Aboriginal & Torres Strait Islander peoples and the wider Australian community are important to Bayside Family Day Care for the following reasons:</p> <p>It is essential for children, parents, staff, management and our community of interest, for our service, to make visible, respectful relationships between all Aboriginal and Torres Strait Islander peoples and the broader community in order to live our vision and to educate children on how respect looks, sounds and feels so they too can learn to be respectful. We are teaching children how to build respectful relationships between themselves and Aboriginal and Torres Strait Islander peoples now and in the future when they see adults around them showing respect in this way.</p>		
Focus area: Display respect for Aboriginal & Torres Strait Islander peoples and culture; and make connections with local Aboriginal & Torres Strait Islander communities and representatives			
Show Respect			
Action	Responsibility	Timeline	Measurable Target
Invite an Elder or Community member to provide a “Welcome to Country” at significant events	Manager	August 2011 Achieved: AGM in Oct 2011; RAP Launch, May 2012	Participation and involvement by an Elder or community member in all significant Bayside FDC events. The organisation honours the traditional owners and shows respect for the people and history of the land on which we work, live and breathe
“Acknowledgement of the Traditional Owners of the land” at all official gatherings	All staff	Ongoing Achieving at all monthly training meetings from 2011	During the Acknowledgement of the Traditional Owners at monthly gatherings, all members of the organization are included in an acknowledgement of the fact that Aboriginal people originally owned the land on which we meet, that we honour that history and show respect for Aboriginal people past and present
Develop an Acknowledgement of the Traditional Owners card to be read at each meeting	Manager	September 2011 Achieved September 2011	Card available for use by Sept 2011 so that staff and visitors can acknowledge the traditional owners of the land on which we meet
Research the local Aboriginal history of Quandamooka peoples for display in office and educators homes	Team	December 2011 Achieved and distributed to all educators	By Dec 2011 have a document available for display and distribution to educators to inform them of the history of the original owners of the land and so they can educate the children of the history of the area in which they live
Acknowledgement of the Traditional Owners of the Land to be on visible display at the office	Staff/Manager	September 2011 Achieved April 2012	Acknowledgement of Traditional Owners on display in office to welcome Aboriginal and Torres Strait Islander people

Connect to Community			
Learn of and meet with the local Aboriginal Elders and community representatives	Staff/Manager	30 July 2012 Achieving on ongoing basis	Opportunity exists to meet with and develop working relationships with community Elders and Aboriginal community representatives
Contact Director of Gundala Kindergarten	Manager	December 2011 Achieved: Gundala hosted Meeting 2011 to share resources and ideas for inclusion in program	Discuss possibilities for sharing information between services. Ask Gundala staff about current interests and projects for including Aboriginal and Torres Strait Islander content into their program. Invite Gundala Kindergarten to Playgroup and special events at our service.
Continuing to work with Inclusion Support Agency and Inclusion Support Facilitator to create and engage with Service Support Plans which create equitable and inclusive practice within our service.	Manager	November 2011 Achieving on an ongoing basis	Create a Service Support Plan with the Inclusion Support Facilitator that will be a reflective tool to promote thought around all areas of inclusion, including how our service welcome and respects Aboriginal and Torres Strait Islander children and their families
Organise an Art Competition to focus on the theme of reconciliation with art prizes that involves stakeholders and community	Manager, Webmaster, Staff, Local Aboriginal Artist to Judge	December 2011 Achieved on May 19, 2012	Educators, children, families and community have participated through discussion, preparation and artistic endeavors
Create a Reconciliation Website and make Reconciliation Action Plan available for all stakeholders to read	Webmaster	December 2011 Achieved April 2012	Reconciliation page created on website and Reconciliation Action Plan visible for all stakeholders

Respect	Respect for Aboriginal and Torres Strait Islander peoples, cultures, land, and histories is important to Bayside Family Day Care in order to learn about them, teach them, and preserve them. When children learn about Aboriginal and Torres Strait Islander peoples, cultures, land and histories, they learn to value and respect them. This is the starting point in a reconciliation process.		
Focus area: Ensure all staff have training and knowledge of Aboriginal and Torres Strait Islander Cultures, histories and contemporary issues; offer training to educators and support educators in offering experiences to children that inform them of Aboriginal and Torres Strait Islander cultures and histories and help them think about a fair and just society including their own responsibility to be fair and just with others			
Staff & Educator Training & Development			
Action	Responsibility	Timeline	Measurable Target
Complete Action Research Project to enhance cultural competence with a particular emphasis on Aboriginal, Torres Strait Islander cultures	Manager Team Leader	August 2011 Achieved August 2011 and continuing with new educators	Data collated, analysed, and presented to peers through PSCQ (Professional Support Coordination Queensland)
Bayside FDC continues to develop cultural competence in management, staff and educators as new people join the organisation	Educators and staff	January 2012 Achieving on an ongoing basis	The organisation provides ongoing training and support to management, staff & educators to develop cultural competence in relation to Aboriginal and Torres Strait Islander peoples
Add Aboriginal Cultural Competence Training into the Orientation Program and link to the contract of employment	Manager	August 2011 Achieved	Cultural awareness training and Aboriginal Cultural Training written into orientation program as a requirement of starting in the service
New staff to undertake cross-cultural training provided by Education Queensland as agreed in contract of employment	New Staff - facilitated by Manager	Ongoing 2011 Achieving on an ongoing basis with new employees	100% of staff hold cross-cultural training delivered by Education Queensland
Undertake Cultural Significance Tour of Quandamooka Country	Manager & Team Leader	August 2011 Achieved 19 August 2011	Staff attend Cultural Significance Tour of Quandamooka Country
Attend Mabo Oration annually	Manager	July 2011 Achieved 2011	Build awareness of important contemporary issues
Stay informed of current issues for Aboriginal and Torres Strait Islander issues through subscription to Koori Mail and National Times, and reporting on local issues through local newspapers	Staff	Ongoing Since 2011	Staff to read and share information at weekly learning circle within team meetings

Purchase educational resource books on Aboriginal and Torres Strait Islander Cultures & Histories	Manager & staff	Quarterly Allocated to Budget 2012	Increased Aboriginal and Torres Strait Islander educational resource books purchased and made available through Bayside FDC library Provide culturally rich resources that reflect the child's social world
Provide Cultural Awareness training within the in-service program to educators & staff	Manager	December 2011 26 October 2011 and 9 July 2012	Cultural Awareness training available to educators & staff
Access Inclusion Support Facilitator to support coordination team in their understanding of local Aboriginal and Torres Strait Islander community engagement and key advisor for RAP	Manager	August 2011 Achieved 2011	Inclusion Support Facilitator advises staff and management on local Aboriginal and Torres Strait Islander community engagement, and key advisor for Reconciliation Action Plan

Education & Care of Children that is inclusive of Aboriginal & Torres Strait Islander cultures & Reflects the intention of the Early Years Learning Framework in relation to Aboriginal and Torres Strait Islander children, families and communities

Provide cultural security for Aboriginal and Torres Strait Islander children, their families and communities	Educators and Staff	Ongoing 2011-2012	Staff & educators recognize that from before birth children are connected to family, community, culture and place; and Educators explore the culture, heritage, backgrounds and traditions of each child within the context of their community; and Educators actively support the maintenance of home language & culture; and Educators build upon culturally valued child rearing practices and approaches to learning
Educators work with children to develop a sense of agency and responsibility which allows them to feel they can contribute to their world	Educators and staff	January 2012	Educators engage children in discussions about fairness, equity and justice; and Educators build on children's strengths, knowledge and cultural traditions to engage them in learning
Celebrate and attend events e.g. National Reconciliation Week, NAIDOC Week, National Sorry Day, National Aboriginal & Islander Children's Day (NAICD).	Playgroup Coordinator to plan events at Playgroup, broader team to work with educators to include events within family day care home programs	Ongoing 2011 Celebrated through Playgroup Program 2011 - 2012	Opportunities are provided for Aboriginal & Torres Strait Islander families, the wider community and services to come together to honour Aboriginal & Torres Strait Islander people, cultures and histories. Opportunities are provided to reinforce Aboriginal and Torres Strait Islander children's connection to their culture, providing them with a sense of belonging and promoting their cultural wellbeing
Provide and display abundant Aboriginal and Torres Strait Island content at Playgroup, via focused events and the provision of rich cultural content made consistently available within the playgroup environment through images, artifacts, music, art, stories, materials, colours and the use of natural resources.	Playgroup Coordinator	Ongoing 2011-2012 Achieving within Playgroup Program, 2011 - 2012	Focused Aboriginal or Torres Strait Islander content in at least two sessions per semester with the weekly program providing representations, information and experiences of Aboriginal and Torres Strait Islander cultures woven into the curriculum
Recognise and celebrate the separate cultures and histories of Aboriginal and Torres Strait Islander peoples	Manager, Playgroup Coordinators, Education & Care Facilitators, and Educators	Ongoing Separate Aboriginal and Torres Strait Islander events	Staff & educators teach children about the separate cultures and histories of Aboriginal and Torres Strait Islander peoples

Action	Responsibility	Timeline	Measurable Target
The service holds separate resource kits for Aboriginal and Torres Strait Islander cultures	Coordinator responsible for Library	December 2011 Achieved December 2011	Service holds separate resources for Aboriginal and Torres Strait Island cultures to develop children's understanding and knowledge of the separate histories, arts and cultures of Aboriginal & Torres Strait Islander peoples
Develop resources that are culturally relevant in our area of operations for our library and distribution to educators	Team	Review monthly Achieving 2011-2012	A list of resources are available to new staff & educators to expand their understanding of Aboriginal and Torres Strait Island histories & cultures; and Develop resources for educators to teach children about Aboriginal and Torres Strait Islander cultures & histories

Opportunities Creating opportunities for Aboriginal and Torres Strait Islander peoples, organisations and communities is important to Bayside Family Day Care. Our service learns from Aboriginal and Torres Strait Islander peoples, organisations and communities about their culture and history. It follows then that creating opportunities for Aboriginal and Torres Strait Islander peoples to work in our organization will enrich our service and will enrich the experiences of the children in our care; It will help our service to provide culturally relevant services to Aboriginal and Torres Strait Islander children in our care; it will help our service reflect the cultural make up of our community; and it will help us to connect with Aboriginal and Torres Strait Islander communities.

Focus area: To create opportunities for Aboriginal and Torres Strait Islander peoples to become educators and or staff within the Bayside Family Day Care service. To enhance these opportunities through contact with local Aboriginal & Torres Strait Islander organisations

Action	Responsibility	Timeline	Measurable Target
Work with the local Aboriginal & Torres Strait Islander community to inform them that our service would like to recruit educators from Aboriginal and Torres Strait Islander families	Manager	December 2012 Yulu-Burri-Ba Community Health Service; Nov 2011	Aboriginal & Torres Strait Islander communities are aware that Bayside FDC would like to recruit educators within their communities and this information will be passed on within the communities
Include "Aboriginal & Torres Strait Islander peoples encouraged to apply" in job advertisements	Manager	As new job opportunities occur	The Aboriginal & Torres Strait Islander communities are aware that Bayside FDC are actively recruiting in their communities
Include notice in Bayside Family Day Care's online newsletter that our service is recruiting within Aboriginal & Torres Strait Islander communities	Manager/Webmaster	August 2011	Aboriginal & Torres Strait Islander families using our service read the newsletter and are aware of opportunities existing within our service
Advertise recruitment notice in Koori Mail and National Indigenous Times	Manager	September 2011	Information available to Aboriginal & Torres Strait Islander communities that Bayside FDC is recruiting in the Brisbane South area
Commission a piece of art work for the RAP through local Aboriginal or Torres Strait Islander Artist	Manager	December 2011 Achieved December 2011	Have an art piece that represents the learning journey of Bayside Family Day Care towards Aboriginal & Torres Strait Islander Cultural Competence

Tracking progress and reporting			
Action	Responsibility	Timeline	Measurable Target
Submit Reconciliation Action Plan to Reconciliation Australia for approval process	Manager	August 2011 Achieved August 2011; Approved September 2011	Bayside FDC approved by Reconciliation Australia
Forward RAP to Reconciliation Queensland for comment	Manager	August 2011 Achieved - August	Reconciliation Queensland provides feedback on RAP
Staff to regularly review goals to assess progress	All staff	Achieving Quarterly and as Goals are Met	Goals are progressively being met
Discuss Reconciliation Action Plan with Inclusion Support Facilitator	Manager & Staff	Delivered RAP to ISF August 2011	Invitation to Inclusion Support Facilitator to review Reconciliation Action Plan
Engage Aboriginal and Torres Strait Islander families using childcare with Bayside FDC to review Reconciliation Action Plan	Manager & Educators	Initially and Annually - Circulated RAP for feedback to Families, August 2011	Manager & or educators have distributed Reconciliation Action Plan to families using Bayside FDC
Cheryl Jacobs of Winnam Aboriginal & Torres Strait Islander Corporation to facilitate a review within their organization of Bayside FDC's Reconciliation Action Plan	Manager	Initially and annually if in agreement RAP delivered to Ms Jacobs in August 2011 for review	Winnam Aboriginal & Torres Strait Islander Corporation has been consulted and approves of Bayside FDC Reconciliation Action Plan
Review and report to Reconciliation Australia	Manager & Staff to review Manager to submit report to RA	July / August 2012	Receive feedback from Reconciliation Australia