

# HESTER HORN BROOK ACADEMY

## Commitment to Establishing a Culturally Safe Environment

At Hester Hornbrook Academy, we are committed to establishing an inclusive and culturally safe school where the strengths of Aboriginal and / or Torres Strait Islander culture, values and practices are respected and celebrated across our school. We continue to implement several strategies to promote cultural safety and inclusion in our school community.

### **Reconciliation Action Plan (RAP)**

We are committed to developing and implementing a school Reconciliation Action Plan (RAP), which will guide our reconciliation by building relationships, respect and opportunities:

- in the classroom, where our committed is to embed Aboriginal and / or Torres Strait Islander knowledge, cultures, and perspectives, in an open, honest and respectful way, into our curriculum. (in teaching, learning and curriculum).
- around the school, by respectfully including Aboriginal and / or Torres Strait Islander histories and cultures into our practices, we am to cultivate a shared appreciation of the rich heritage and contributions of Aboriginal and Torress Strait Islander peoples in history and today.
- with the community, our vision extends beyond our school, aiming to build strong relationships with Aboriginal and / or Torres Strait Islander community members, organisations and families.

### **Respect for Traditional Owners**

We recognise and honour the Traditional Owners of the lands on which our campuses are located. We demonstrate this respect through our use of the school Acknowledgment of Country, by displaying an Acknowledgment of Country plaque at each campus, and by beginning all meetings and events with an Acknowledgment of Country. We actively support staff and students to understand its significance..

### **Supporting Aboriginal and / or Torress Strait Islander Students**

We are dedicated to creating a nurturing environment that allows Aboriginal and / or Torres Strait Islander students to thrive. We commit to strengthening and uplifting students identity by supporting students to explore their connections to culture, community, and country by collaborating with families and relevant Aboriginal and / or Torres Strait Islander organisations. We will provide meaningful opportunities for students to share their cultural identity and express their culture at school. We recognise that students are all on their own individual journey regarding their cultural identity and therefore will tailor support to meet their individualised needs. We have an identified role within our school, Leader of First Nations Community Engagement to assist us in achieving the above.

## **Healing Orientated Program of Education (HOPE)**

Within HOPE one of the key practice pillars is Safe Environment. This pillar is inclusive of cultural safety and diversity and inclusion. Through this pillar we aim to enable students to feel safe, valued, respected and empowered in their cultural identity and the expression of it. We work towards achieving this through the elements of cultural awareness and cultural sensitivity. In addition, our campuses will display specific cultural artefacts, and our school will acknowledge and participate in key dates of significance for Aboriginal and/or Torres Strait Islander peoples.

## **Ongoing Learning and Accountability**

We are dedicated to actively address the ongoing impacts of colonisation by prioritising unlearning and relearning. We will engage staff and students in meaningful conversations about privilege and cultural safety, fostering an environment where all voices are heard and respected. Cultural safety requires collective effort and accountability, we will continuously reflect on our practices, engage in ongoing professional development and ensure that staff have the knowledge and skills to effectively support Aboriginal and / or Torres Strait Islander students.

We will actively explore opportunities for Aboriginal and/or Torres Strait Islander students, families and communities to influence school planning, policy development and school-wide activities. Our policies and procedures reflect our commitment to accessibility, anti-discrimination, cultural safety, diversity and inclusion. We have zero tolerance for racism and clear processes for how incidents of racism will be addressed.

## **Building Knowledge Across Our School Community**

We are committed to strengthening the knowledge and understanding of Aboriginal and / or Torres Strait Islander culture across our school community. Our approach is grounded in shared learning, truth-telling and ongoing reflection. We acknowledge that cultural safety is not a fixed outcome, but a continuous practice shaped through relationship and accountability. We are committed to learning with, not about, Aboriginal and Torres Strait Islander Peoples, and acting with integrity, humility and authenticity in this work. All staff will participate in ongoing professional learning highlighting the strengths of Aboriginal and / or Torres Strait Islander culture and its importance to the wellbeing and safety of Aboriginal and / or Torres Strait Islander children and young people.

Lastly, it is seen as a shared responsibility within Hester Hornbrook to ensure cultural safety is embedded within curriculum and has a focus on strengthening students understanding around Aboriginal and / or Torres Strait Islander history, culture and its importance to our lives.