



First Nations Peoples' Learning, Wellbeing and Safety Action Plan



Help for non-English speakers

If you need help to understand the information in this policy please contact Hazelwood North Primary School on [\(03\) 5166 1267](tel:0351661267).

Note: Throughout this document the term First Nations People is used to refer to both Aboriginal and Torres Strait Islander people.

Hazelwood North Primary School embraces the vision of the [Marrung Aboriginal Education Plan](#) and celebrates 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.

Our school has a number of measures in place to ensure our community acknowledges and appreciates the strengths of First Nations culture. These measures are outlined below.

Build a strong school culture to support cultural inclusion

- Begin events and meetings with a Welcome to Country or an Acknowledgement of Country as a standing agenda item. Use this as an opportunity to pause and reflect or open a discussion.
- Fly the Aboriginal and Torres Strait Islander flags on school grounds.
- Make First Nations Peoples' voice part of decision making in matters that affect First Nations students. Be open to different ways of doing and expressing things.
- Speak with respect and confidence about First Nations culture, knowledge systems and people.
- Build schoolwide knowledge of First Nations histories, cultures, perspectives, values, skills and attitudes.

Provide a welcoming environment for First Nations children

- Acknowledge and draw on the existing knowledge of First Nations students and their families.
- Ask for feedback from First Nations students and their families about what the school does well, and what can be improved.
- Implement the Department's [Koorie Education Policy](#) to create a learning environment for all students that acknowledges, respects and values First Nations cultures and identities.
- Use [Koorie Engagement Support Officers](#) (KESOs) to provide advice to government schools about creating culturally inclusive learning environments.

Actively address racism

- Address racism from students, staff, volunteers or visitors directly. Make sure racist speech or actions are always dealt with, and the culture of the school works to prevent incidents from occurring.

Guide and train staff and volunteers

- Work with the local First Nations community to build staff, volunteer and student knowledge and respect for First Nations culture and to promote cultural inclusion.
- A trained staff member will hold the position of Marrung Lead to ensure First Nations perspectives are considered, respected and included in the curriculum.

Recognise key events and anniversaries

- Ensure students learn about First Nations culture and history through Harmony Day, Sorry Day NAIDOC week.

Review and feedback

We recognise that our school's practices must be regularly reviewed and updated in partnership with our families and local communities. We encourage you to contact Hazelwood North Primary School with any feedback, concerns or suggestions.