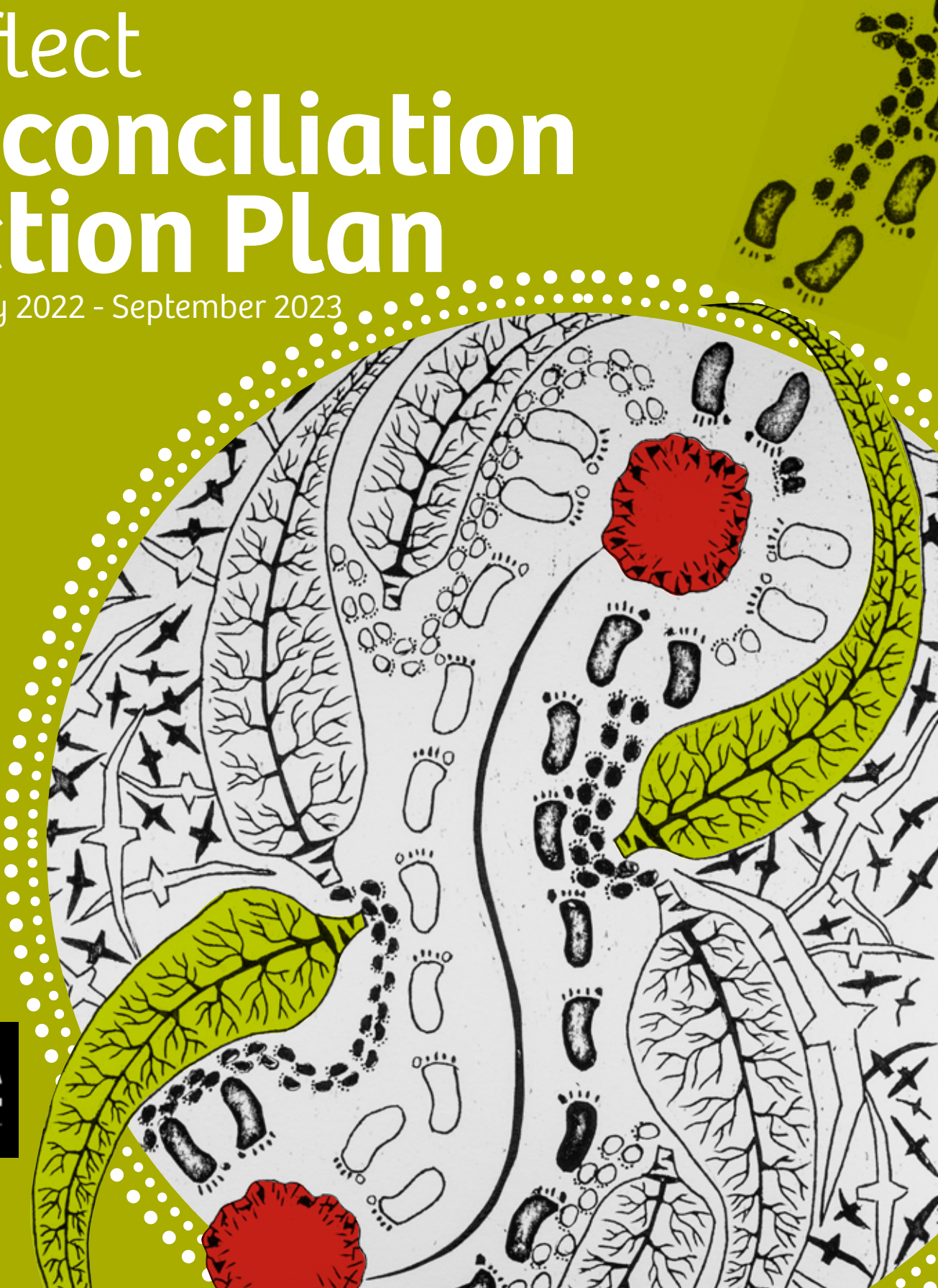
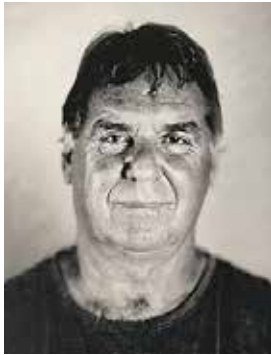


Reflect Reconciliation Action Plan

February 2022 - September 2023





Artist Statement by Allan Mansell

"The image I have created, Stepping Forward with children tells the story of the continuation of reconciliation and truth telling. The image shows black and white footsteps travelling on different sides of the time line, on their own journeys but coming together at the campfire, a place of truth telling, sharing and welcoming where all, including the children should know and understand the truth."

The mutton birds, Yolla, represents the freedom and courage, whilst the enclosing gum leaves are a reference to the life force embodied in trees."

"I am a Tasmanian Aborigine. The artwork I produce is unique as the Tasmanian Aboriginal Culture has largely been lost in a short period of time, consequently the images I create are my own, because the culture which we had was stolen, discarded. I have had to create my own story, description and style of images"

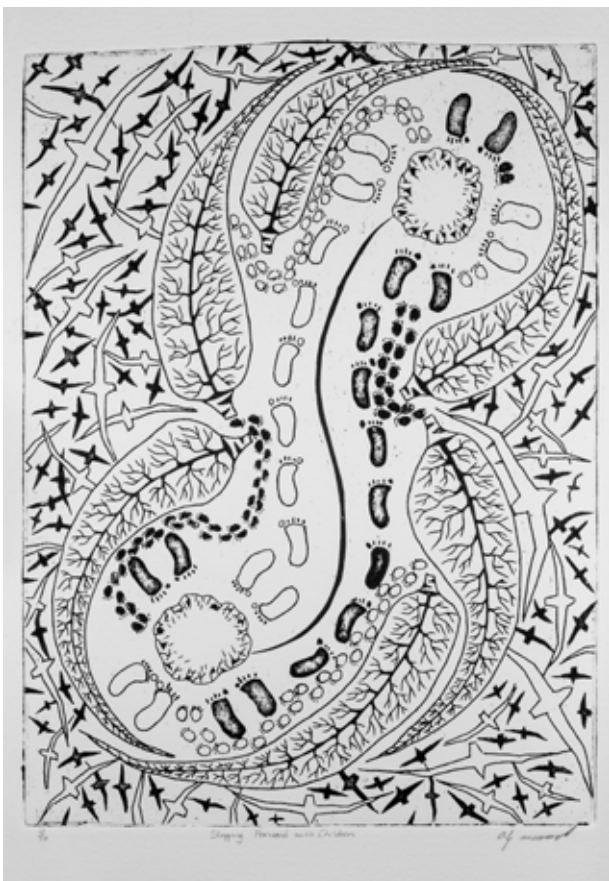
Allan Mansell is a celebrated Tasmanian Aboriginal Artist and hails directly from the survivors of the British invasion, who had inhabited the island of the Furneaux Group in Bass Strait,

Tasmania. His family were the last of the Indigenous nomadic groups who traversed Tasmania from one end to the other in search of work and food without car or possessions.

He was later taken by the authorities and became part of the stolen generation. On leaving the homes, Allan had many varied jobs. He spent some years on fishing boats around the West Coast of Tasmania before working for Parks and Wildlife for 13 years. Allan helped improve and protect much of the wilderness around the state which included fighting fires.

Allan later settled on Bruny Island where his mother was taken to as a child from Cape Barren Island. It was here that he built a home out of the bush and went on to attend the university, undertaking a four-year Fine Arts Degree. Allan has taught print making and cultural understandings at many schools, the university, festivals and community groups around Tasmania.

Allan has held many exhibitions and one of the most important commissions was from the Embassy for the Kingdom of the Netherlands. He was subsequently presented to the then Prince and Princess of the Netherlands. Allan's visual vocabulary takes on a very specific style and aura that encompasses the land, the flora and fauna around him; it's as though he holds a genetic memory of the past.



Message from the Executive Director

This first Reconciliation Action Plan for the staff of the office of Lutheran Education VIC, NSW, TAS and ACT (LEVNT) calls us to embrace reconciliation and live out the Lutheran Education Australia values of love, justice, compassion, forgiveness, service, humility, courage, hope, quality and appreciation.

This plan challenges us to develop authentic and respectful relationships with Aboriginal and Torres Strait Islander peoples in our communities. We acknowledge the need and the responsibility to build strong partnerships with Aboriginal and Torres Strait Islander people. We will do this through inclusive practices and respect with an appreciation of cultural heritage, a complex and shared history, and commitment towards a reconciled future in Australia. This RAP will support and guide the building and strengthening of relationships with Aboriginal and Torres Strait Islander peoples by the staff of the LEVNT office. We are also committed through this plan to encourage and support schools of the LEVNT region to build and strengthen relationships with Aboriginal and Torres Strait Islander peoples within their own communities and to support the actions of school and early childhood services Reconciliation Action Plans.

We are committed individually and collectively to the actions, strategies and initiatives embedded within our Reconciliation Action Plan and we recognise that our authentic commitment to education and learning is fundamental to fulfilling its intentions

Julian Denholm

Executive Director

LEVNT

Message from BLEVNT Chair

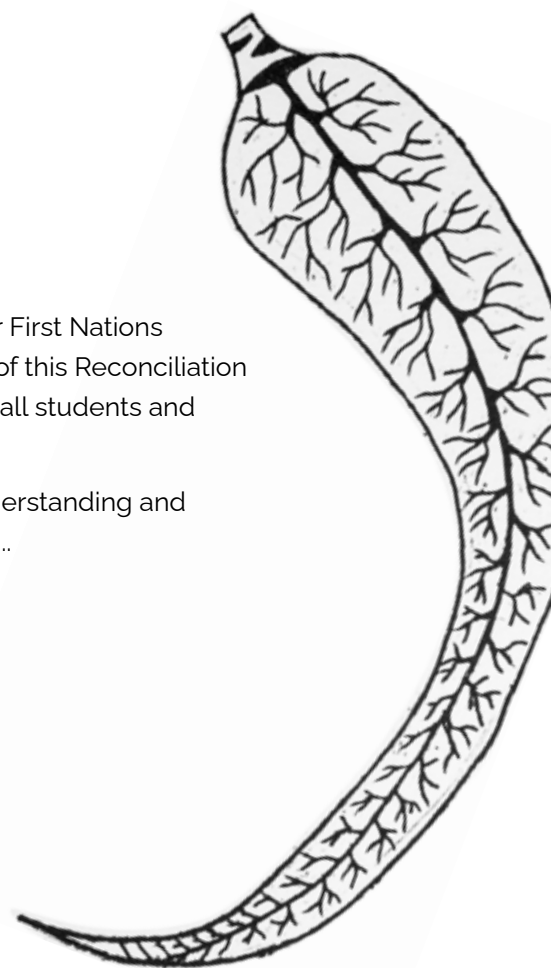
Lutheran Education VIC, NSW, TAS and ACT (LEVNT) has a deep respect for First Nations peoples and is committed to a process of reconciliation. The development of this Reconciliation Action Plan is considered by LEVNT to be central to the cultural learning of all students and staff within our schools, early childhood services and office.

We pray that the actions in this document will help grow an awareness, understanding and appreciation of First Nations peoples as together we strive for reconciliation..

Greg Schneider

Chair

BLEVNT



Our Vision

Lutheran Education Vic NSW Tas (LEVNT) is a collaborative and supportive team that enables, encourages and promotes a leading system of Christ Centred innovative learning communities.

Responding to God's grace, we are committed to Inspiring students for life by educating them in a Christian environment by providing inspiring educational opportunities that enable them to reach their full potential and be positive contributing citizens in the world.

We are relationship focused

Therefore, we commit to being authentic, inclusive and honest.

We are future focused

Therefore, we commit to being creative, courageous and hope-filled.

We are service focused

Therefore, we commit to being supportive, empowering and responsive.

It is our vision that each person in LEVNT embrace and welcome the diversity of the Australian people. We will promote a culture where all recognise, understand, value and respect the histories, cultures, lands and contributions of Aboriginal and Torres Strait Islander peoples. We aim to honour our common humanity and grow inclusive communities, where equality and respect flourish as we contribute to a fully reconciled, just and equitable Australia.



Our Business

Lutheran Education VIC, NSW, TAS and ACT (LEVNT) is a collaborative and supportive team that enables, encourages, and promotes a leading system of Christ Centred innovative learning communities.

Responding to God's grace, we are committed to Inspiring students for life by educating them in a Christian environment by providing inspiring educational opportunities that enable them to reach their full potential and be positive contributing citizens in the world.

Lutheran schooling began in our region (LEVNT) in 1853 in Tarrington with the newest school Geelong Lutheran College, being established in 2009. While we value our history and heritage of schooling in the region we are contemporary and future focused.

LEVNT serves 19 schools and 5 Early Childhood Services which encompass approximately 8000 students and employs 1100 staff across the three states. Eleven Aboriginal and Torres Strait Islander staff are employed within our schools and Early Learning Centres.





Our Reconciliation Action Plan

Lutheran Education VIC, NSW, TAS and ACT (LEVNT) is committed to developing a Reconciliation Action Plan (RAP) as part of an ongoing commitment with Aboriginal and Torres Strait Islander students, families and communities. As an out working of our Christian calling and mission, we aim to build relationships, respect and opportunities for all involved in our communities.

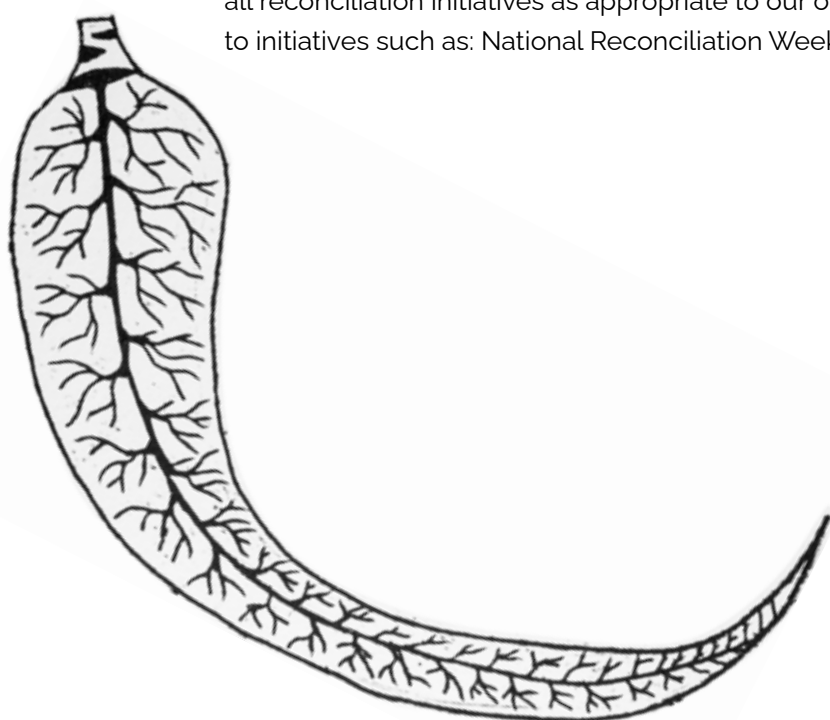
The development of our RAP publicly acknowledges our commitment to the reconciliation process. We will remember, learn from, and engage with our nation's history; deepen our understanding of culture and Country and foster respectful relationships while working towards a positive shared future.

The Lutheran Church of Australia and New Zealand (LCANZ) has had a deep engagement with Aboriginal and Torres Strait Islander peoples moving from mission work and progressing to a culture of working 'with' rather than 'to'. LEVNT strongly upholds and supports the commitment to reconciliation as espoused by the LCANZ. Therefore, through this RAP, LEVNT will encourage and promote authentic steps towards reconciliation in our region.

LEVNT have established a Reconciliation Working Group (RWG) comprising of: LEVNT Executive Director Julian Denholm, Director of Leadership and School Improvement: Shane Paterson (RAP Champion), Learning Leader: Innovation Kim Powell and Mathew Blunt, Manager of College Operations and Community Liaison at Eastside Lutheran College, Hobart. All members of the LEVNT office were consulted throughout the course of developing this RAP.

LEVNT is providing ongoing support to our schools to each establish a site-based RAP.

Where appropriate, LEVNT employees provide Acknowledgement of Country at significant events and publication. Schools are encouraged to do likewise. If appropriate and the school has community members who have permission to perform a Welcome to Country, then this could also take place. Our RAP aims to increase awareness, understanding and participation in all reconciliation initiatives as appropriate to our organisation. These include, but are not limited, to initiatives such as: National Reconciliation Week and NAIDOC Week celebrations.



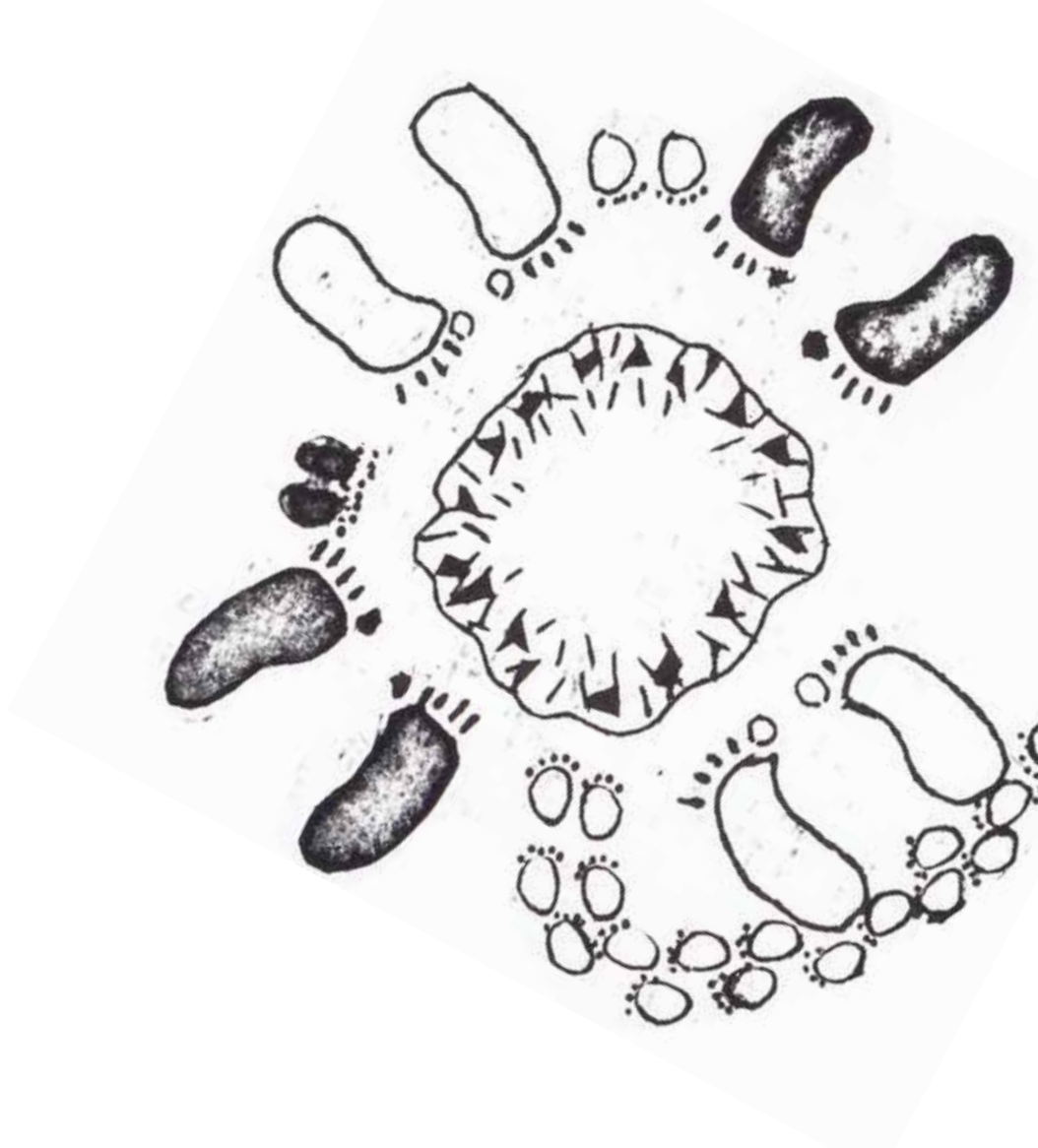
Our Partnerships/Current Activities

In March of 2021 LEVNT formally began the journey towards reconciliation by engaging with Lisa Moloney and Diana David from Reconciliation Victoria who engaged with our Principals and Senior Leaders to launch the RAP process for LEVNT schools.

Prior to this, in 2019 and 2020, LEVNT had been involved through two of our schools, in a research project for 'Australians Together'. This project investigated the ongoing change to educator confidence and practice of embedding indigenous perspectives into teaching and learning programs after their engagement with 'Australians Together' professional development offerings.

LEVNT has promoted professional development for educators in embedding Indigenous Perspectives into our schools; LEVNT office staff have engaged in the same learning. LEVNT regularly shares local and national initiatives to promote reconciliation in our schools.

At the beginning of 2021 LEVNT staff developed an Acknowledgement of Country to be shared at all significant events both live and virtual, on the LEVNT website and in the email signature of all staff.





Our Relationships

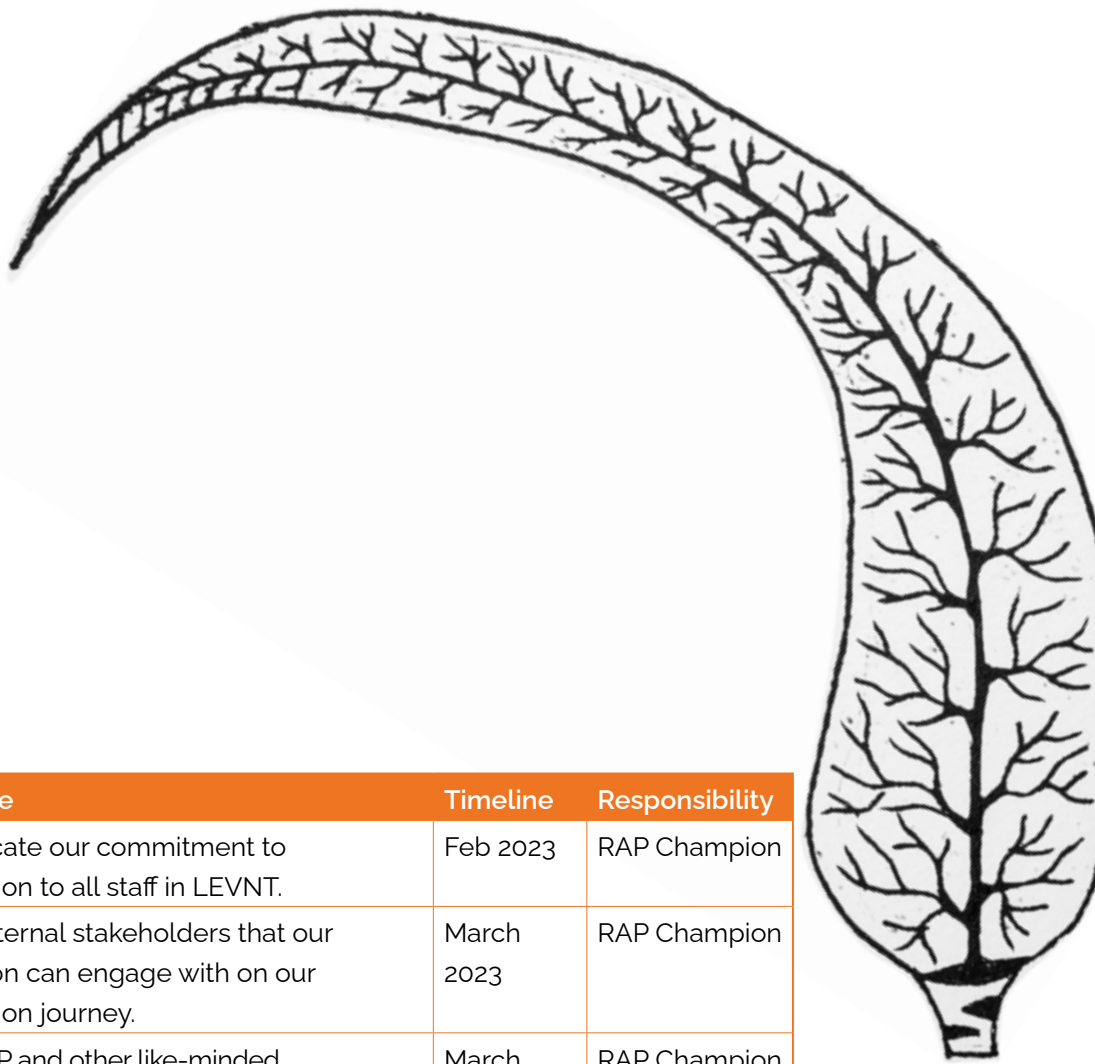
The values of Lutheran Education Australia; love, justice, compassion, service, humility, courage, hope, quality and appreciation are foundational to all relationships.

LEVNT is committed to growing our relationships with Aboriginal and Torres Strait Islander peoples. We aim to create an environment where all Aboriginal and Torres Strait Islander peoples feel welcomed, included and comfortable to celebrate and share their culture. We know that in order to achieve this we will acknowledge and respect multiple and diverse perspectives and value all people.

Through developing authentic and positive relationships and partnerships with Aboriginal and Torres Strait Islander peoples in our schools and office, we are hopeful organisational and individual reconciliation will occur.

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	Feb 2023	Executive Assistant
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2023	Director: Operations
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	RAP Champion
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June 2023	RAP Champion
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June 2023	RAP Champion



Action	Deliverable	Timeline	Responsibility
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff in LEVNT.	Feb 2023	RAP Champion
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2023	RAP Champion
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2023	RAP Champion
	Create and facilitate a network with LEVNT schools to encourage and promote implementation of school site RAP actions including professional learning and working together across the region.	Feb 2023	RAP Champion
	Research best practice and policies in areas of race relations and anti-discrimination.	Feb 2023	Director: Operations
	Encourage and support schools and early learning services within our sphere of influence to develop their own RAP via the Narragunnawali platform.	Feb 2023	Learning Leader: Innovation
	Host a link to Reconciliation Australia's Narragunnawali: Reconciliation in Education program on our website.	Feb 2023	RAP Champion
4. Promote positive race relations through anti-discrimination strategies.	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	Dec 2023	Director: Operations



Respect

LEVNT believes that Aboriginal and Torres Strait Islander histories, understandings and cultures are foundational to our very understanding of what makes Australia and our identity unique in the world.

Aboriginal and Torres Strait Islander peoples, cultures, lands and histories are respected, valued and honoured by Lutheran Education Victoria, New South Wales and Tasmania.

Respect

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Conduct a review of cultural learning needs within our organisation	March 2023	RAP Champion
	Develop a plan for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	Dec 2022	RAP Champion
	Provide opportunities for LEVNT office staff to participate in cultural training	May 2023	RAP Champion
	Develop deeper understanding, protocols and documentation informing how to respectfully use English language to refer to Aboriginal and Torres Strait Islander people and perspectives – and promote these to our schools E.g. Dual name signage	May 2023	RAP Champion



Action	Deliverable	Timeline	Responsibility
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	April 2023	RAP Champion
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2023	RAP Champion
	Organise and display an acknowledgement of country in our Office	Feb 2023	Executive Assistant
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023 June 2024 June 2025	RAP Champion
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023 June 2024 June 2025	RAP Champion
	RAP Working Group to participate in an external NAIDOC Week event.	July 2023	RAP Champion



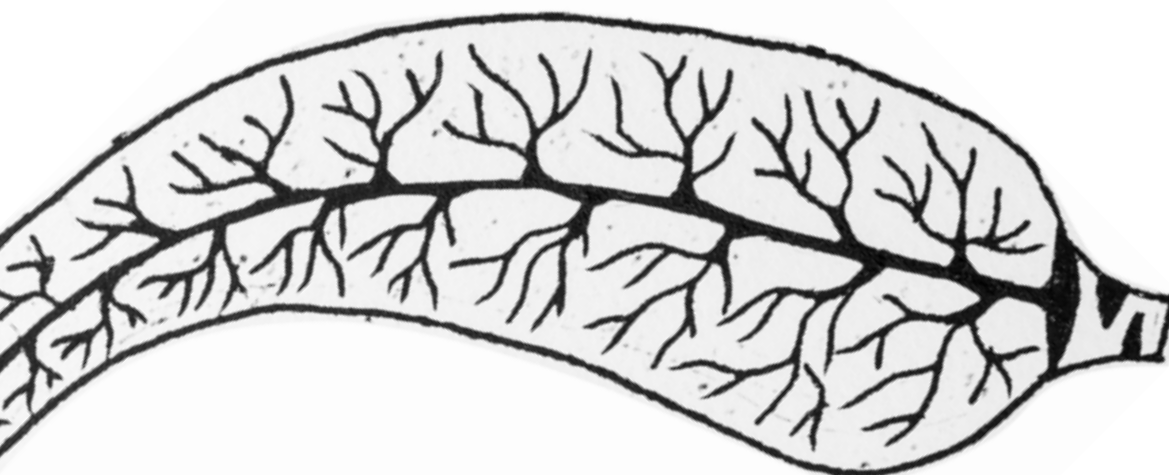
Opportunities

Through our Christian context and being called to live in community, we are inspired to work in partnership with Aboriginal and Torres Strait Islander people, communities and organisations to create opportunities that enable Aboriginal and Torres Strait Islander peoples to fulfill their hopes and dreams.

All stakeholders will be enriched through reciprocal relationships and the sharing of stories, experiences, skills and perspectives.

Opportunities

Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	Aug 2023	Executive Director
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Sept 2023	Executive Director
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	Aug 2023	Director: Business Services
	Investigate Supply Nation membership.	March 2023	Director: Business Services



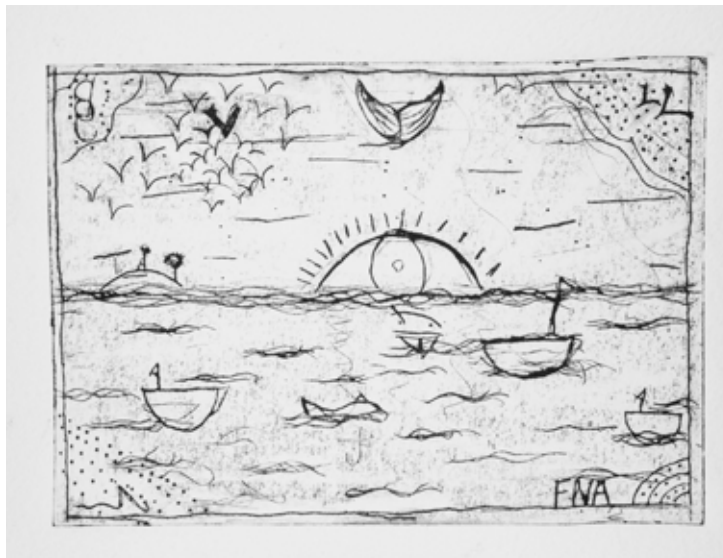
Governance



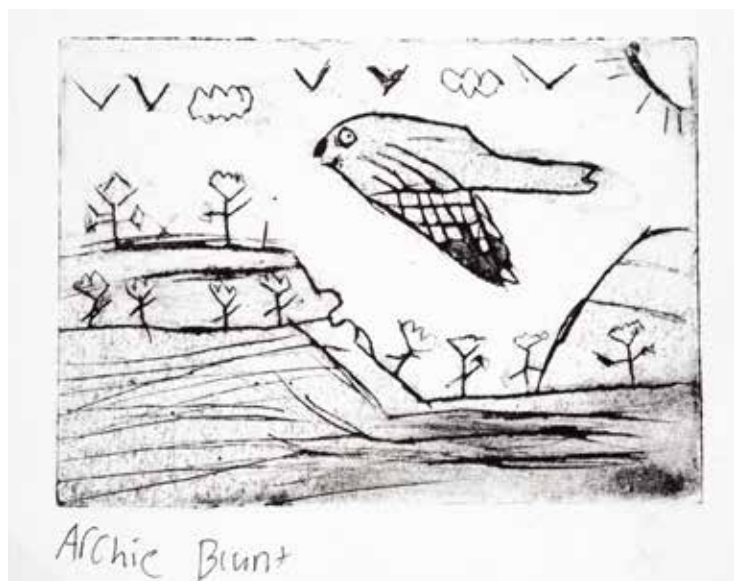
LEVNT supports that our Reconciliation Action Plan must be a future focused plan that details action that is to be ongoing as we strive towards reconciliation in Australia within our sphere of influence. Our action plan will be implemented with good governance practice that will be supported by the Board (BLEVNT) and actioned by the Director: School Leadership & Improvement who has been appointed as RAP Champion and further supported by the RAP Working Group (RWG).

Governance

Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	Feb 2023	Executive Director
	Draft a Terms of Reference for the RWG.	Feb 2023	Executive Director
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Jan 2023	RAP Champion
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Feb 2023	RAP Champion
	Engage senior leaders in the delivery of RAP commitments.	Feb 2023	RAP Champion
	Appoint a senior leader to champion our RAP internally.	Jan 2023	Executive Director
	Define appropriate systems and capability to track, measure and report on RAP commitments	Feb 2023	Director: Operations
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	RAP Champion
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 Aug annually	Executive Assistant
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 Sept, annually	RAP Champion
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	September 2023	RAP Champion



Students from Eastside Lutheran College Hobart worked with artist Allan Mansell to create images which reflects his techniques in aboriginal art. These three images are examples of what the students developed.





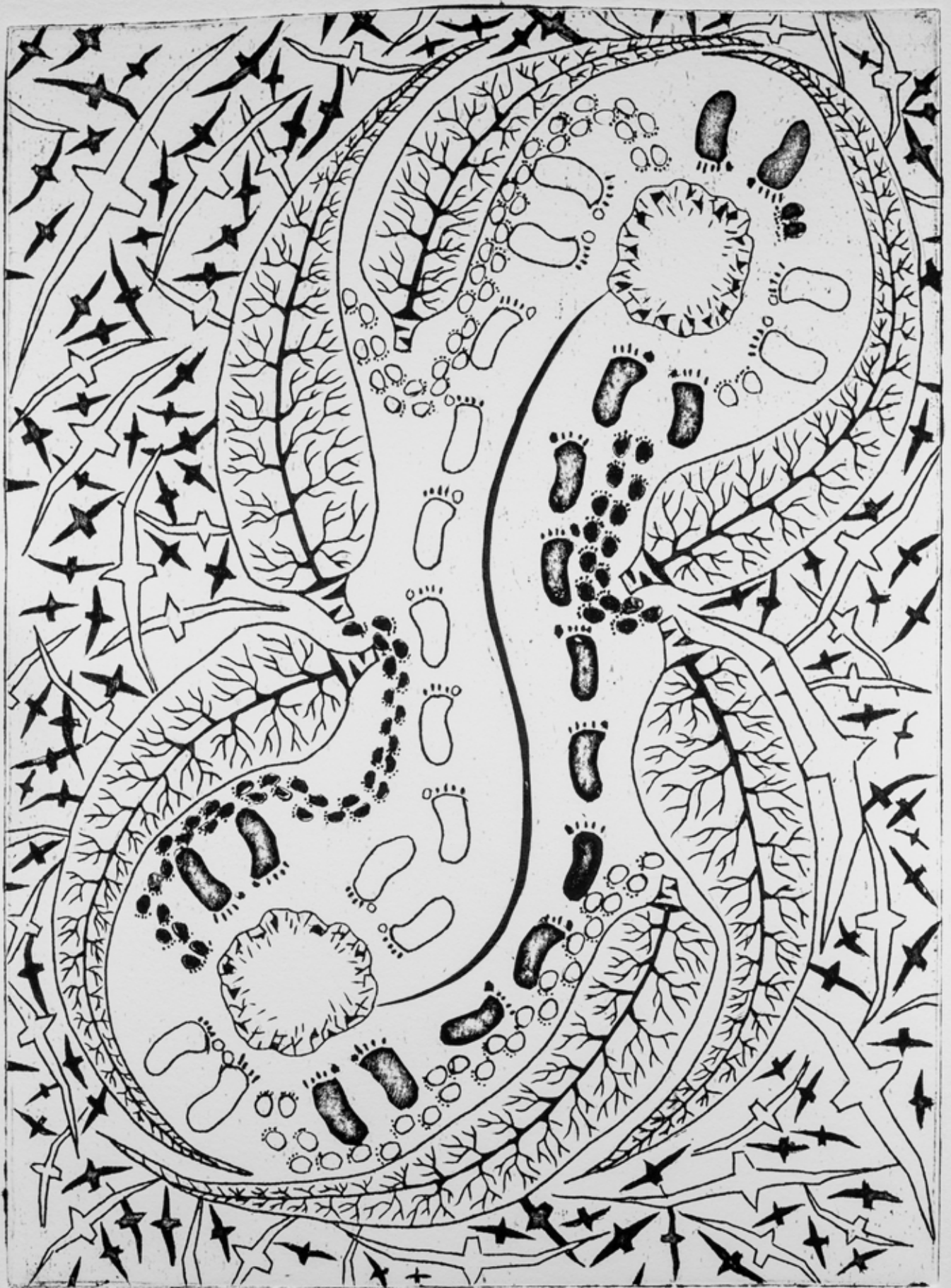
Contact details:

Name: Shane Paterson

Position: Director: School Leadership and Improvement

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Email: shane.paterson@levnt.edu.au



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Stepping Forward with Children

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