



Reflect Reconciliation Action Plan

December 2023 – June 2025



RECONCILIATION
ACTION PLAN

REFLECT



"Growing together, connecting knowledge"

ABOUT THE ARTWORK

The central piece or the 'heart' of the G8 Education artwork represents children. The two small U-shape motifs symbolise children, as they are the main focus of everything G8 Education does. The dots around the children represent learning and growth – as the children interact with each other, and the environment around them.

The U-shapes in the broader ring represent people – these are the G8 Educators, parents, families and community that surround and support the child in their development. The rainbow colour palette of the people in this circle was selected to represent the 21 brands that sit within G8 across Australia. The rainbow also represents the diversity, uniqueness and the colourful characteristics of each centre. The patterning behind this circle of people, represents the core values of G8 Education – passion, innovation, dedication, compassion and integrity – as these guide every interaction between the G8 educators and the children, families and broader community.

The red colour taken directly from the G8 Education brand, has been incorporated into the centre of the artwork. This builds the foundations for the rest of the artwork colour palette to compliment and contrast. The different patterning and markings throughout the piece, highlight growth and progress with the crosshatching work highlighting connections. The circles throughout the piece highlight the connectivity of people and place, through the interwoven pathways. The geographical reach of G8 Education, is also highlighted in the colour palette ranging from yellows and browns for regional centres, greens and purples for urban centres, and blue tones for coastal centres. These locations of urban, regional and coastal locations have also been symbolised by specific motifs. The message stick motif throughout the artwork represents knowledge, the U-shape motif represents G8 Educators, and the heart-shaped motif represents learning and care between the educators and the children.



ABOUT THE ARTIST

ELAINE CHAMBERS-HEGARTY

Aboriginal Artists / Graphic Designer – Cultural Edge Designs

Elaine is an award winning Graphic Designer and Aboriginal Artist with over 30 years experience in the graphic design and print media industry. Elaine is a proud Kuku Yalanji and Koa woman who comes from a highly respected family of Aboriginal artists and cultural educators with strong ties to the Cherbourg community in The South Burnett region of Queensland.

A PANPA Advertising and Marketing Awards winner, and winner of the 2015 National NAIDOC poster competition, as well as 2017 AFL Collingwood Indigenous Round Jersey, 2020 and 2021 Broncos Indigenous Jerseys and NRL Indigenous Round jersey for Cronulla Sharks, and local rugby league jerseys for Brisbane Norths Devils and Valleys. Elaine also created designs for the Indigenous Round for Brisbane Lions, and first ever Indigenous Round for the Supercars series held in Darwin. Elaine produces bespoke designs that have communicated meaningful stories across print media, digital and clothing textile mediums.

Recently Elaine has collaborated on bespoke artwork for the Australian Human Rights Commission titled 'Women's Voices' that explored Aboriginal and Torres Strait Islander Women's Rights. She has also created bespoke designs for the Institute of Urban Indigenous Health, Deadly Choices as well as Metro North Hospital and Health Services which have been utilised across a wide range of buildings interiors, as well as uniforms, merchandise and written documentation. Most recently, Elaine has been working on a variety of Reconciliation Action Plan artworks for a diverse range of organisations across Australia.



CONTENTS

6 Message from Pejman Okhovat

7 Statement from CEO of Reconciliation Australia

8 Our vision for reconciliation

9 Our business

10 Our RAP

11 *International commitments and principles guiding our reconciliation journey*

12 *Reconciliation in the context of Australia’s early learning sector*

14 *At G8 Education...*

15 Reconciliation Action Plan working group

16 Our reconciliation journey to date

19 Our partnerships/current activities

20 Relationships

21 Respect

22 Opportunities

23 Governance

MESSAGE FROM PEJMAN OKHOVAT

G8 EDUCATION CEO & MANAGING DIRECTOR



G8 Education acknowledges all Aboriginal and Torres Strait Islander peoples of this country and is committed to standing together with our services across Australia towards reconciliation. This is our first enterprise-wide Reconciliation Action Plan which outlines a pathway for our organisation to create a better future for all Australians. It is our intention that this Reconciliation Action Plan will form the building blocks for all G8 team members, families and children to celebrate and embrace Aboriginal and Torres Strait Islander histories and cultures.

G8 Education acknowledges the importance of the updated Australian Learning Frameworks with deep commitment to teaching all children Aboriginal and Torres Strait Islander perspectives.

On our reconciliation journeys we will learn, unlearn and relearn together to acknowledge the true histories of this country. It is important to acknowledge and learn from the past, to guide our work today and for the future. In line with our vision for Reconciliation:

Walking together. Learning together. Growing Together.

Thank you to the many team members that have contributed to this Reconciliation Action Plan and to our partners at Cultural Grounding and Reconciliation Australia for their guidance and support.

A handwritten signature in dark ink that reads "Pejman Okhovat".

PEJMAN OKHOVAT
Chief Executive Officer

STATEMENT FROM KAREN MUNDINE

CEO OF RECONCILIATION AUSTRALIA



Reconciliation Australia welcomes G8 Education to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

G8 Education joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to

continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories,

knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables G8 Education to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations G8 Education, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

A handwritten signature in blue ink that reads "Karen Mundine".

KAREN MUNDINE
Chief Executive Officer
Reconciliation Australia

OUR VISION FOR RECONCILIATION

G8 Education's vision for reconciliation is an Australia where Aboriginal and Torres Strait Islander cultures and knowledge's are valued and our true, shared history is known and sincerely acknowledged.

We strive to walk together with Aboriginal and Torres Strait Islander peoples towards reconciliation; actively listening, learning and collaborating with our communities to build genuine unity.

As educators of Australia's children of today and tomorrow, we believe we have a responsibility to educate our next generations on our true history and build an understanding of Aboriginal and Torres Strait Islander cultures and perspectives through authentic community relationships.

Walking together. Learning together. Growing Together.

OUR BUSINESS

G8 Education Limited is one of Australia's largest providers of quality early childhood education and care, with close to 10,000 team members welcoming around 50,000 children into more than 425 services every week. We operate under 21 centre brands -Bambinos, Creative Garden, Great Beginnings, Nurture One, World of Learning, Penguin Childcare, Headstart Early Learning Centres, Early Learning Services, Pelican Childcare, Kindy Patch Kids, Kinder Haven, First Grammar, Community Kids, Casa Bambini, Pelicans Learning For Life, Jellybeans, Greenwood, The Learning Sanctuary, Buggles Early Learning and Kindy, Kool Kids and Sandcastles - across Queensland, New South Wales, Victoria, Australian Capital Territory, South Australia and Western Australia. We also operate the in-home and specialist early learning and care provider, Leor, which is a registered B Corporation. Our support office is located on the Gold Coast (Yugambah lands) and we have an additional support office in Brisbane (Turrbul and Jagera lands).

In 2023 we have 3.6% of children that identify as Aboriginal and/or Torres Strait Islander people. This provides a baseline for G8 to engage in initiatives and programs to support increased access and participation. G8 work collaboratively with Education Departments in different states and territories in delivering the National Preschool-Reforms which promotes increased access and participation of children including new initiatives such as "Free Kindy" in Queensland commencing in 2024; Best Start, Best Life reforms in Victoria and equivalent reforms in other states/territories.

Regardless of our brand or location, we are all united by our shared purpose of Creating the foundations for learning for life.

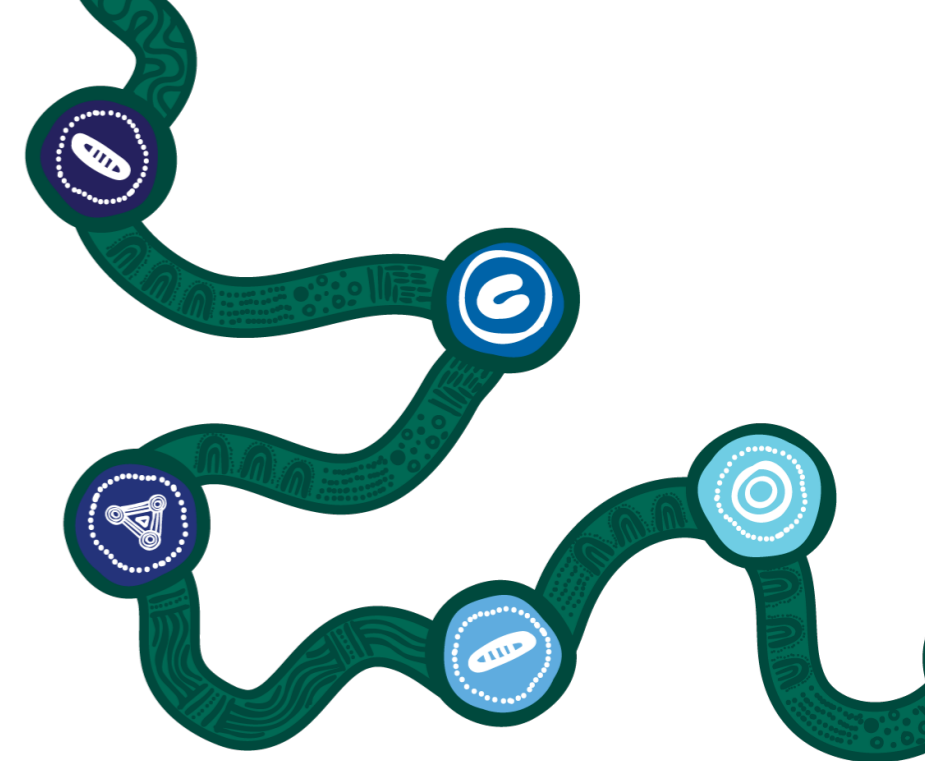
We bring our purpose to life each day by creating inclusive and nurturing learning environments for our children, our families and our teams. Guided by the Early Years Learning Framework we are committed to providing early learning services that are culturally safe and responsive and in line with the updated Early Years Learning Framework 2.0 to support all children to be active and informed members of their communities with knowledge of Aboriginal and Torres Strait Islander perspectives (Australian Government Department of Education, 2022, p.6).

Our Diversity, Inclusion and Belonging Policy supports our commitment to fostering a respectful culture that encourages inclusiveness and belonging for all children, families and team members. We have commenced work to better understand the cultural diversity of our workforce. In 2023, 2000 team members completed a voluntary diversity and inclusion survey, of which 4.83 % of respondents identified as Aboriginal and/or Torres Strait Islander peoples. This represents 2% of our team members overall. The Diversity, Inclusion and Belonging Policy at G8 Education sets out our commitments to continuing to build a diverse and inclusive workforce.



Our RAP

As educators of Australia's children of today and tomorrow, we believe we have a responsibility to educate our next generations on our true history and build an understanding of Aboriginal and Torres Strait Islander cultures and perspectives through authentic community relationships. In line with this belief, in 2022 our Executive and Board committed to developing an enterprise wide Reflect Reconciliation Action Plan. The decision to formalise and visibly commit to our reconciliation journey is strongly guided by critical reflection upon our role in collaboratively working towards global, national and sector-specific commitments and principles relating to the rights of the child, including Aboriginal and Torres Strait Islander children.



International commitments and principles guiding our reconciliation journey

The United Nations Convention on the Rights of the Child and the United Nations Declaration on the Rights of Indigenous Peoples, including Aboriginal and/or Torres Strait Islander peoples, outline the rights of children, including Aboriginal and/or Torres Strait Islander children, to access education systems that value, respect and reflect Aboriginal and Torres Strait Islander cultural identities, histories, languages, and methods of teaching and learning. These international frameworks underpin the national frameworks within Australia and the reconciliation commitment at G8 Education.

G8 Education are committed to the UNICEF Sustainable Development Goals (<https://www.unicef.org/sustainable-development-goals>) which also outline the importance of access to quality education in principle four, reduced inequalities in principle 10 and social justice in principle 16. These goals closely align to the updated Australian Learning Frameworks in relation to the curriculum content and underlying teaching principles and practices and the ongoing work at G8 Education throughout our strategic priorities.

Reconciliation in the context of Australia's early learning sector

Belonging, Being & Becoming the Early Years Learning Framework for Australia (EYLF), V2.0 (ADGE, 2022), outlines the critical role early childhood education has to play in advancing Reconciliation in Australia:

- The Alice Springs (Mparntwe) Education Declaration commits governments to ensuring all children learn about the diversity of Aboriginal and Torres Strait Islander cultures, and to seeing all Aboriginal and Torres Strait Islander children thrive in their education and all facets of life.
- Outcome 3 of the National Agreement on Closing the Gap commits that Aboriginal and Torres Strait Islander children are engaged in high quality, culturally appropriate early childhood education in their early years.
- EYLF V2.0 is part of the National Quality Framework which is established under six guiding principles that:
 - The rights and best interests of the child are paramount.
 - Children are successful, competent and capable learners.
 - Equity, inclusion and diversity underpin the framework.
 - Australia's Aboriginal and Torres Strait Islander Cultures are valued.
 - The role of parents and families is respected and supported.
 - Best practice is expected in the provision of education and care services.
- EYLF V2.0 strengthens the connection with the National Quality Framework in relation to the importance of Aboriginal and Torres Strait Islander ways of being, knowing and doing. This includes an expanded vision that:
 - All children engage in learning that promotes confident and creative individuals and successful lifelong learners. All children are active and informed members of their communities with knowledge of Aboriginal and Torres Strait Islander perspectives.

The new principle of Aboriginal and Torres Strait Islander perspectives together with moving from terminology of 'cultural competence' to 'cultural responsiveness' deepens the importance and commitment for all of the early childhood education and care sector. G8 Education continues to leverage the updated frameworks and content with our centres across Australia and providing opportunities for team members within centres as well as within our support office to deepen their understandings of the updated frameworks and how this needs to be embedded in thinking and practice. This flows through to all aspects of the goals and actions captured within our Reconciliation Action Plan as we bring the updated frameworks to life through daily relationships, community engagement and ongoing teaching and learning.

Australian Government Department of Education (2022). *Belonging, Being and Becoming: The Early Years Learning Framework for Australia (V2.0)*. Australian Government Department of Education for the Ministerial Council.

At G8 Education...

- We want to further support the growing number of our services that have either published a Reconciliation Action Plan or begun their Reconciliation Action Plan journey through Reconciliation Australia's Narragunnawali: Reconciliation in Education program. A new online learning module has been added to our platform to support team in their journeys which has been a collaboration between Early Childhood Australia and the Narragunnawali Team. Webinars have also been featured and will continue to be offered to support team members.
- We are committed to evolving the actions we take in support of our Diversity, Inclusion and Belonging Policy and our Sustainability Pillars of Governance, Service Quality, Our People and Our Environment. This includes attracting and retaining Aboriginal and/or Torres Strait Islander team members and engaging Aboriginal and/or Torres Strait Islander businesses in our supply chain. G8 Education has subscribed to Supply Nation to inform procurement opportunities.

In 2019 the governments of Australia defined the framework of Child Safe Organisations which has now been implemented in many states in relation to state-based frameworks and child safe plans being a requirement for early childhood education and care services. https://chilsafe.humanrights.gov.au/sites/default/files/201902/National_Principles_for_Child_Safe_Organisations2019.pdf

In Victoria, all centres develop a plan which includes actions and goals in relation to Child Safe Standard 1 – Organisations establish a culturally safe environment in which the diverse and unique identities and experiences of all children and young people are respected. <https://ccyp.vic.gov.au/assets/resources/New-CSS/Child-Safe-Standards-Information-Sheet-30.01.23.pdf>

G8 Education services develop child safe plans as part of their ongoing commitment to providing quality early childhood education and care.

We understand that a focus on Reconciliation is critical to our purpose – creating the foundations for learning for life. This includes working collaboratively with state and federal governments, peak bodies and with Aboriginal and Torres Strait Islander families and communities to embed policies, practices and programs through which Aboriginal and Torres Strait Islander children can thrive. For example, position papers developed by the Secretariat of National Aboriginal and Islander Child Care (SNAICC) and Early Childhood Australia (ECA) inform our work. <https://www.earlychildhoodaustralia.org.au/wp-content/uploads/2019/02/SNAICC-ECA-Discussion-Paper-.pdf>

In December 2022 we established a Reconciliation Action Plan Working Group to develop our Reflect Reconciliation Action Plan. The Reconciliation Action Plan Working Group included representation from the different functions and levels of the organisation and it included two team members who identified as First Nations Australians. This initial Reconciliation Action Plan Working Group has played a pivotal role in creating our Reflect Reconciliation Action Plan through their direct contributions and through engagement across our organisation. The Working Group facilitated opportunities for our centre-based team members, including First Nations team members, to contribute to our vision for reconciliation and to workshop actions for inclusion in our Reconciliation Action Plan.

As we begin to implement our Reflect Reconciliation Action Plan in 2024, we intend to review the membership of the Reconciliation Action Plan Working Group and create forums across our six operational regions around Australia, to help embed the actions and practices we deliver through our Reconciliation Action Plan. We hope these forums will create strong channels through which more of our centre-based teams can contribute to our G8 Education Reconciliation Action Plan. We have called for expressions of interest from Aboriginal and Torres Strait Islander team members across our network to join these regional forums and we are delighted that 36 team members have expressed interest. These forums will ensure regional groups are strengthening local community relationships, participating in local celebrations and events and sharing learnings with the broader organisation. Each region will have a local Reconciliation facilitator to support this work. The Reconciliation facilitators will meet with the G8 Education Reconciliation Champion to ensure there is coverage of activities and events happening across Australia and being recorded and reported upon as well as learnings shared more broadly across the G8 network.



RAP Champion

Ali Evans

General Manager Early Learning & Education.

Reconciliation Action Plan Working Group

Natalie Boehm

Head of Health and Safety

Dr Mia Christensen

Education Manager,
Innovation and Partnerships

Louise Rush

General Manager Operations

Fraser Stowers

Head of Procurement

Zacory Taylor

Head of People,
Connection and Belonging

Amy Tebay

Innovation and Product Manager, Leor

Allison White

Head of Communications,
Community and Events

Tracey Wood

Chief Legal, Quality & Risk Officer

Kim Spain

Risk Manager

Claire Scott

Communication & PR Advisor

OUR RECONCILIATION JOURNEY TO DATE

We know that many of our early learning services across Australia have started their Reconciliation journeys through registering or publishing a Reconciliation Action Plan on the Narragunnawali: Reconciliation in Education platform. We are working on ways to improve our data, but our available records show that in 2023, more than 200 centres had begun working on a draft Reconciliation Action Plan or had published a Reconciliation Action Plan. As an enterprise, we are pleased to now be publishing our first Reflect Reconciliation Action Plan. The timeline below shows our journey to reach this point at the enterprise-wide level.

Year	Milestone
2020	At the enterprise-wide level, G8 Education completed a materiality assessment of issues important to our children, families, teams and stakeholders. This confirmed reconciliation as a material issue under our sustainability pillar of Service Quality.
2021	G8 Education began reporting on embedding Aboriginal and/or Torres Strait Islander perspectives and cultural awareness through its annual Sustainability Report.
2022	G8 Education launched the next phase of our Education Strategy including a strong continuing commitment to equity, inclusion and valuing Australia's Aboriginal and/or Torres Strait Islander peoples and cultures.
May 2022	Reconciliation Queensland attended the G8 National Conference as an exhibitor providing information on Reconciliation and the Reconciliation Action Plan journey. This event included all G8 Centre Managers from across Australia as well as Support Office team members (500+ team members).
	G8 Education committed to developing its Reflect Reconciliation Action Plan.
December 2022	G8 Education established a Reconciliation Action Plan Working Group (RWG).
April 2023	G8 Education services began connecting with the updated Early Years Learning Framework V2.0 which included a strengthened focus on Aboriginal and/or Torres Strait Islander perspectives.

Year	Milestone
May 2023	The annual G8 National Conference for our centre leaders included a focus on embedding Aboriginal and/or Torres Strait Islander perspectives, supporting our Reconciliation journey and the changes in the <i>Early Years Learning Framework V2.0</i> . This included a keynote panel on updates within the framework as well as a workshop relating to Reconciliation.
	National Reconciliation Week – A small group of G8 representatives attended the National Reconciliation Week dinner for Reconciliation Queensland's launch of National Reconciliation Week. Information was shared back with executive leaders at a monthly meeting, and through the Reconciliation Working Group as well as highlighting learnings on our Reconciliation workplace communication channel with the G8 Education network.
June 2023	G8 Education representatives attended the Early Childhood Australia Reconciliation Symposium in Hobart. Learnings were shared with the Education team and on the Reconciliation Workplace communication channel.
May to June 2023	We sought team member input to develop a G8 vision for Reconciliation. We used multiple forums including a vision board at our National Conference, online and in person discussions during National Reconciliation Week, and inviting our Aboriginal and/or Torres Strait Islander team members for contributions to this vision through our Diversity and Inclusion Survey.
June 2023	5 G8 representatives attended the Yes Conversation Voice to Parliament session with guest speaker Thomas Mayo and shared information more broadly with members of the Reconciliation Working Group at the monthly meeting.
	We conducted a voluntary Diversity and Inclusion survey across our workforce and received approximately 2000 responses. Of these responses 4.38% of team members identified as Aboriginal and/or Torres Strait Islander peoples.
	Through our Diversity and Inclusion survey 36 Aboriginal and/or Torres Strait Islander team members expressed interest in joining regional forums or the Working Group to implement our Reconciliation Action Plan.
Ongoing	Established G8 Reconciliation channel on workplace to share information and practices across our network including dates of significance, cultural celebrations, and further learning opportunities. This included our CEO Pejman Okhovat and Ali Evans (RWG Champion) delivering video messages to the network and websites including further learning and information. A knowledge library includes useful websites and further information to support team. ECA's Reconciliation learning module is available on G8 Education's Learning Lounge for access across the network.

Year	Milestone
July 2023	A Supply Nation certified provider (Integrity Health) was contracted to implement G8 Education's flu vax campaign across our 10,000 team member network. https://www.integrityhs.com.au/
September 2023	<p>2 representatives from the People and Culture team attended the 2 day First Nations and Employment Forum in Brisbane. https://indl.aventedge.com/</p> <p>Head of People, Connection and Belonging is working on a pilot of 5 trainee roles that will be offered to team members that identify as Aboriginal and/or Torres Strait Islander peoples and exploring opportunities for teachers and other positions as well.</p>
	Cultural learning workshop was held with 25 team members including educators, teachers, managers and support office representatives from G8 Education to support the Reconciliation Action Plan working group's work as well as inform the artwork for G8's RAP with and alongside Cultural Grounding. Cultural Grounding are partnering with G8 Education to support and guide our Reconciliation journeys based on some existing relationships and work together. This includes designing the artwork for our Reconciliation Action Plan and leading cultural learning with G8 team members. Cultural Grounding https://www.culturalgrounding.com/
October 2023	Thirty team members from G8 Education attended the Early Childhood Australia conference in Adelaide and learnt from many presentations including Karen Mundine's poignant keynote address on the first day.
November 2023	Ten G8 Education centre based and support office team members attended the Reconciliation Forum hosted by Early Childhood Australia and Reconciliation Queensland which focussed on the updated Early Years Learning Framework especially the new principle of Aboriginal and Torres Strait Islander perspectives.
December 2023	<p>Cultural Grounding will lead a cultural workshop with the G8 Board and executive leadership team. This will include sharing our artwork and Reconciliation Action Plan journeys.</p> <p>G8 Education launches Reflect Reconciliation Action Plan and embeds Reconciliation Action Plan commitments into 2024.</p>

OUR PARTNERSHIPS/CURRENT ACTIVITIES

Across Australia, many of our early learning centres have formed authentic partnerships with Aboriginal and/or Torres Strait Islander peoples and organisations in their local communities.

G8 Education has been grateful for the support and collaboration we've shared with Reconciliation Queensland and Reconciliation Australia including the "Reconciliation in Education" Programs online platform Narragunnawali and Cultural Grounding who have informed and guided work to date.

The Education team are working closely with centres across the network to support both Strategic Inclusion Plans and opportunities for cultural learning through Innovative Solutions Funding, Reconciliation Actions Plans through Narragunnawali and accessing learning through webinars, School Readiness Funding opportunities in Victoria and Kindy Uplift opportunities in Queensland. Our chair of the RWG has been actively involved in Early Childhood Australia and draws on relationships and partnerships through this work to support the work of G8 Education. Ali Evans is also part of the Leadership table with Thriving Queensland Kids with ARACY which includes work on a new Thriving First Nations Kids Strategy.

<https://www.aracy.org.au/the-nest-in-action/thriving-queensland-kids-partnership-tqkp>

Dr Mia Christensen is part of the Apiary Fellowship also working on systems change in the early childhood education and care sector.

<https://www.thefrontproject.org.au/early-childhood-education-and-care>

G8 Education are members of a number of peak bodies to inform our work including Early Learning and Care Council of Australia and Early Childhood Australia. Our G8 Education has a workplace channel where the network can share their engagement and learnings and regular posts are shared by the support office to acknowledge and celebrate dates of significance and opportunities for learning.

Team have been actively encouraged to participate in community events.



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.	March 2024	Chief Executive Officer
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	May 2024	Head of Communications, Community & Events
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2024	General Manager of Early Learning & Education
	RAP Working Group members to participate in an external NRW event.	27 May – 3 June, 2024	General Manager of Early Learning & Education
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2024	Chief People and Transformation Officer
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2024	Chief Executive Officer
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	March 2024	General Manager of Early Learning & Education
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	March 2024	General Manager of Early Learning & Education
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	June 2024	Head of People Connection and Belonging
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	June 2024	Head of People Connection and Belonging



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.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	June 2024	Chief People & Transformation Officer
	Conduct a review of cultural learning needs within our organisation.	April 2024	Chief People & Transformation Officer
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.	December 2024	Chief People & Transformation Officer
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2024	Chief People & Transformation Officer
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 2024	Head of Communications, Community & Events
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2024	Head of Communications, Community & Events
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2024	General Manager of Early Learning & Education



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.	June 2024	Chief People & Transformation Officer
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2024	Chief People & Transformation Officer
9. Work in partnership with Reconciliation Australia to promote the Narragunnawali: Reconciliation in Education program to internal staff and external stakeholders.	Encourage all staff to engage with the professional learning (including webinar) resources available via Narragunnawali: Reconciliation in Education online platform	March 2024	General Manager of Early Learning & Education
	Share and promote Reconciliation Australia's Narragunnawali: Reconciliation in Education program with staff, early childhood professionals and external stakeholders.	February 2024	General Manager of Early Learning & Education
	Meet regularly with Reconciliation Australia's Narragunnawali team to explore resources and information that can be shared with teachers and leaders through G8's communications channels.	February, June, October 2024	General Manager of Early Learning & Education
10. 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.	June 2024	Head of Procurement
	Sign up to Supply Nation as a member Investigate Supply Nation membership.	October 2023 April 2024	Head of Procurement



Governance



Action	Deliverable	Timeline	Responsibility
11. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Form a RWG to govern RAP implementation.	January 2024	General Manager of Early Learning and Education
	Draft a Terms of Reference for the RWG.	January 2024	General Manager of Early Learning and Education
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	January 2024	General Manager of Early Learning and Education
12. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	January 2024	General Manager of Early Learning and Education
	Engage senior leaders in the delivery of RAP commitments.	February 2024	General Manager of Early Learning and Education
	Appoint a senior leader to champion our RAP internally.	January 2024	Chief Executive Officer
	Define appropriate systems and capability to track, measure and report on RAP commitments.	February 2024	Head of Communications, Community & Events
13. 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 2024	Chief Legal Risk & Compliance Officer
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August 2024	Chief Legal Risk & Compliance Officer
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September 2024	Chief Legal Risk & Compliance Officer
14. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	30 September 2024	Chief Legal Risk & Compliance Officer



Contact details:

Name: Ali Evans

Position: General Manager of Early Learning and Education

Phone: 0422926562

Email: Ali.Evans@g8education.edu.au

Registered office

Address: 159 Varsity Parade, Varsity Lakes QLD Australia 4226

Phone: +61 7 5581 5300

