



# Reconciliation Action Plan 2020–2021



Education  
Standards  
Board



Government  
of South Australia



RECONCILIATION  
ACTION PLAN  
**REFLECT**

# Our business

The Education Standards Board is an independent statutory authority established to regulate education and care services in South Australia. We register and regulate school education and early childhood services to improve education and care outcomes for children and young people.

Approximately 40 employees work for the Education Standards Board on a permanent and contract basis, and we have one staff member who is of Aboriginal and Torres Strait Islander descent. We are responsible for the registration of 720 government and non-government schools and the approval and quality assurance of 1200 approved early childhood services. (These comprise preschools, long day care, family day care and out of school hours care.)

The Education Standards Board is based in the Adelaide CBD. However, staff travel to schools and services located in regional and very remote areas of South Australia.

We recognise that all children should have access to high-quality education and early childhood facilities to maximise their learning and development potential.



Aboriginal and Torres Strait Islander readers are warned that this document may contain images of deceased persons.





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# Our RAP

Our Reconciliation Action Plan (RAP) celebrates current achievement and inspires continuous improvement in support of forming and strengthening respectful relationships with Aboriginal and Torres Strait Islander stakeholders and organisations and increasing our understanding of First Nations cultures. The RAP aims to articulate the Education Standards Board's plans and agreed actions and initiatives to progress on the path to reconciliation.

There is broad support for the reconciliation process by employees within our organisation. Two employees attended Early Childhood Australia's Reconciliation Symposium in 2018. Their attendance helped us to see the benefits of developing a RAP for our organisation. These same employees attended the symposium again in 2019 and have championed the development of this action plan.

This plan respects and welcomes the presence of First Nations children, families and staff in South Australian education and care services. It enables the Education Standards Board to contribute to reconciliation by building and encouraging relationships, fostering and embedding respect and developing opportunities to improve education and socio-economic outcomes for Aboriginal and Torres Strait Island peoples and communities.

We have formed a Reflect RAP Working Group comprising eight members. They represent each team and classification level within the organisation. Our RAP working group is made up of staff who are committed in supporting the organisation to build relationships with local Aboriginal and Torres Strait Islander people. We want to learn more about Aboriginal and Torres Strait Islander cultures and how we can play our part in the reconciliation process.

The development of our RAP has been supported by our Chief Executive and by Board members. Our working group manages all aspects of communication and promotion of reconciliation celebrations, events and milestones. It also has responsibility for developing and overseeing the implementation of the RAP. The group reports to senior management and the Chief Executive, who are actively engaged with the RAP process.

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# Our partnerships/ current activities

We read an Acknowledgement of Country before meetings, to acknowledge past and present custodians of the local Kaurna region.

We recognise National Aboriginal Islander Day Observance Committee (NAIDOC) Week.







# Relationships

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> <li>Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.</li> <li>Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.</li> </ul>	August 2021  August 2021	Senior Authorised Officer  Senior Investigator, Compliance and Investigations
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> <li>Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.</li> <li>RAP Working Group members to participate in an external NRW event.</li> <li>Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.</li> </ul>	May 2021 (and 2 weeks prior)  May 2021  May 2021	Communications Officer  Project and Governance Officer  Project and Governance Officer
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> <li>Communicate our commitment to reconciliation to all staff.</li> <li>Identify external stakeholders that our organisation can engage with on our reconciliation journey.</li> <li>Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.</li> </ul>	April 2021 March 2021  May 2021	Chief Executive Schools Registration Officer  Project Officer, ICT and Records Management



ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
4. Promote positive race relations through anti-discrimination strategies.	<ul style="list-style-type: none"> <li>• Research best practice and policies in areas of race relations and anti-discrimination.</li> <li>• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li> </ul>	<p>August 2021</p> <p>September 2021</p>	<p>Senior Project Officer</p> <p>Senior Project Officer in consultation with Manager, Corporate Services</p>
5. Promote Narragunnawali: Reconciliation in Education to staff and external stakeholders	<ul style="list-style-type: none"> <li>• Promote Reconciliation Australia's Narragunnawali: Reconciliation in Education online platform to our stakeholders.</li> <li>• Contact Reconciliation Australia to discuss and identify ways to collaborate with Narragunnawali.</li> </ul>	<p>June 2021</p> <p>June 2021</p>	<p>Communications Officer</p> <p>Senior Authorised Officer</p>



# Respect

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	<ul style="list-style-type: none"> <li>Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.</li> <li>Conduct a review of cultural learning needs within our organisation.</li> </ul>	October 2021  May 2021	Senior Project Officer  Senior Authorised Officer
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	<ul style="list-style-type: none"> <li>Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.</li> <li>Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li> <li>Engage a local Traditional Owner artist/s to design artwork for the new premises that reflects our work across early childhood and schools.</li> </ul>	March 2021  July 2021  August 2021	Schools Registration Officer  Project and Governance Officer  Project and Governance Officer
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	<ul style="list-style-type: none"> <li>Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.</li> <li>Introduce our staff to NAIDOC Week by promoting external events in our local area.</li> <li>Members of the RAP Working Group to participate in an external NAIDOC Week event.</li> </ul>	June 2021  June 2021  July 2021	Communications Officer  Project Officer, ICT and Records Management  Senior Investigator, Compliance & Investigations

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
9. Participate in local South Australian Aboriginal and Torres Strait Islander events.	<ul style="list-style-type: none"> <li>• Raise awareness and share information amongst staff about the Tarnanthi Art Fair.</li> <li>• Members of the RAP Working Group to participate in the Tarnanthi Art Fair.</li> </ul>	<p>Early October 2021</p> <p>Early October 2021</p>	<p>Project Officer, ICT and Records Management</p> <p>Senior Authorised Officer</p>



# Opportunities

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. 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.	December 2021	Senior Project Officer (with input from Manager, Corporate Services)
	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	December 2021	Senior Project Officer
11. 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. • Investigate Supply Nation membership.	July 2021 August 2021	Project and Governance Officer Communications Officer





# Governance

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> <li>Form a RWG to govern RAP implementation.</li> <li>Draft a Terms of Reference for the RWG.</li> <li>Establish Aboriginal and Torres Strait Islander representation on the RWG.</li> </ul>	August 2020  August 2020  August 2020	Manager, Regulatory Policy and Strategy  Senior Project Officer  Manager, Regulatory Policy and Strategy
13. Provide appropriate support for effective implementation of RAP commitments.	<ul style="list-style-type: none"> <li>Define resource needs for RAP implementation.</li> <li>Engage senior leaders in the delivery of RAP commitments.</li> <li>Define appropriate systems and capability to track, measure and report on RAP commitments.</li> </ul>	September 2020  September 2020  September 2020	Manager, Regulatory Policy & Strategy  Manager, Regulatory Policy & Strategy  Manager, Regulatory Policy & Strategy
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	<ul style="list-style-type: none"> <li>Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.</li> </ul>	30 September, 2021	Manager, Regulatory Policy & Strategy
15. Continue our reconciliation journey by developing our next RAP.	<ul style="list-style-type: none"> <li>Register via Reconciliation Australia's website to begin developing our next RAP.</li> </ul>	December 2021	Manager, Regulatory Policy & Strategy



## CONTACT DETAILS

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