



THE  
HUTCHINS  
SCHOOL

# Reconciliation Action Plan



# Acknowledgement of Country

We humbly and respectfully acknowledge the Muwinina People of the South East Nation as the Original Custodians of the unceded Kreewer Lands on which this school stands; Lands taken violently and without consent. We sadly acknowledge that none of the Muwinina People are believed to have survived colonisation.

We acknowledge that these Lands have been nurtured and protected by countless generations of First Nations Peoples. The Hutchins School recognises and is deeply grateful for their continuing Custodianship of the land.

We acknowledge Tasmanian Aboriginal Peoples and their Elders, past, present and emerging, as well as First Nations Peoples from other Lands who may be here.

As a school, we commit to walking together with Tasmanian Aboriginal Peoples to pursue healing through Voice, Treaty and Truth-Telling.



# Our Vision for Reconciliation

The Hutchins School is committed to active reconciliation between First Nations peoples and non-Indigenous people.

As an institution of open inquiry and learning, we commit to walk with and work together with members of the Tasmanian Aboriginal Community. We commit to listen and learn the truth of the past and to contribute to a shared and common future with equity and equality for Aboriginal and Torres Strait Islander peoples.

As an integral part of our vision, The Hutchins School explicitly affirms and commits to be an active advocate for Voice, Treaty and Truth-Telling.

Our vision is to journey, learn and dream together; to broaden our knowledge and respect for the world's oldest living culture; to provide opportunities for Aboriginal and Torres Strait Islander peoples, voices, world views, identity, knowledge and culture to be more visible, heard, respected and honoured throughout our school. We recognise that we have much to learn from the knowledge, practices and perspectives of Tasmanian Aboriginal Peoples.

Our vision for reconciliation is one that embraces us all, both Aboriginal and Torres Strait Islander and non-Indigenous and embodies the values of kindness, humility, courage and respect.

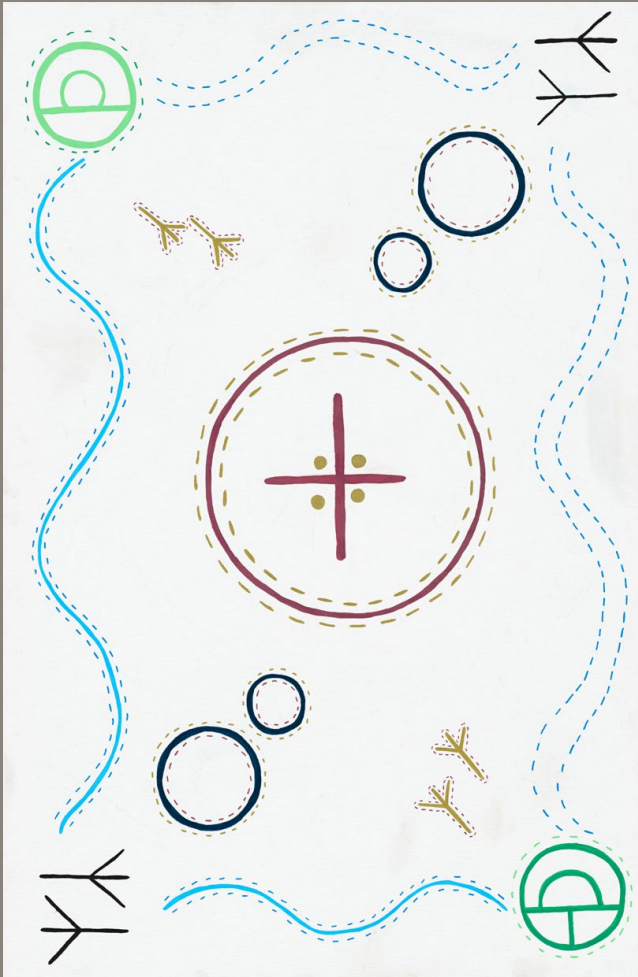
The Hutchins School will actively challenge itself in meeting this Vision for Reconciliation. As a whole-of-school responsibility, this vision will be reflected in our leadership and decision-making, and we will be held accountable for this vision's practical realisation.

This Plan seeks to increase awareness amongst staff, students and our wider school community of the importance of culturally appropriate quality education. We seek to make Hutchins more reflective of First Nations culture, history and worldviews, and to make our school more inviting and responsive to First Nations students, parents/carers and community members.

# What you do matters.



# About the artwork



This artwork was commissioned by The Hutchins School in 2022 and I (the artist) was given full freedom in its design. In my design planning, I reflected on the School's history, its location and most importantly, the journey the School was on when writing its Reconciliation Action Plan. The Hutchins School's firm commitment to active reconciliation heavily influenced the style and colours chosen.

The border is a mixture of green and blue which represent the river and kunanyi – which The Hutchins School is situated between. Although the meaning of the petroglyphs has been lost due to colonisation, the petroglyphs around the border represent the mountain itself, as well as the wildlife on the mountain and river.

The three main petroglyphs in the middle of the piece represent The Hutchins School and its campuses, while the feet painted in the School's colours represent the School's journey towards reconciliation.

– Bianca Templar, Artist, Takamuna rrala designs

*Coming Together*, Bianca Templar, 2022  
Acrylic on canvas, 920mm (h) x 610mm (w)

Acknowledgement of Country	2
Our Vision for Reconciliation	3
About the artwork	5
A message from the Principal	6
Our Framework Goals	8
Action 1 – Aboriginal and Torres Strait Islander people in the classroom	8
Action 2 – Cultural competence for staff	9
Action 3 – Welcome to Country	10
Action 4 – Celebrate National Reconciliation Week	11
Action 5 – Acknowledgment of Country	12
Action 6 – Aboriginal and Torres Strait Islander flags	13
Action 7 – Curriculum planning	14
Action 8 – Staff engagement with RAP	15
Action 9 – Celebrate RAP progress	16
Action 10 – Inclusive policies	17
Action 11 – Build relationships with community	18
Action 12 – Teach about Reconciliation	19
Action 13 – Take action against racism	20
Action 14 – Explore current affairs and issues	21
Uluru Statement from the Heart	22

This document has been adapted from The Hutchins School's Reconciliation Action Plan, developed through Reconciliation Australia's Narragunnawali: Reconciliation in Education program.

# A message from the Principal

The Hutchins School recognises that we as a school, as a community and as a nation are at a turning point in our journey of reconciliation. The Australian Government's adoption of the principles of the Uluru Statement from the Heart, impetus towards a national referendum on Voice, and the Tasmanian state government's commitment to examining a pathway to Truth Telling and Treaty, are the clearest and most obvious signs of institutional change. Moreover, the personal journey of awareness and recognition of the need for change and the growing realisation amongst individuals and communities of the need to uncover a contested past and to step up to discuss and act on racism and injustice are increasingly emerging. These public and private dimensions are interrelated and advance the goal of a reconciled Australian nation.





At The Hutchins School, the work in developing our first Reconciliation Action Plan (RAP) has been central to our walk towards Reconciliation. Guided and supported by a Reconciliation Action Plan Working Group, we have drafted

and adopted an Acknowledgement of Country and a School Vision for Reconciliation. We have engaged with each other, with members of the Palawa community, with staff, students and other key stakeholders such as Reconciliation Tasmania to harness the skills and expertise we need to improve our collective institutional integrity regarding Reconciliation.

Visitors to the School will notice the new Aboriginal and Torres Strait Islander flags at the School, the prominence of the welcome plinth at the Senior School Reception as well as the artwork and statements of acknowledgement and vision in the School Reception. All these show we are moving forward in the dimensions of Reconciliation.

Significantly, as part of our Reconciliation Action Plan, as detailed in this document, we have committed to taking 14 actions to deepen and give a fuller account of our commitment to Reconciliation. The actions are broad and comprehensive and include such reforms as curriculum planning to ensure that Aboriginal and Torres Strait Islander histories and cultures are more visible, staff training and cultural awareness development, increased participation of members of the Palawa community across the School and increasing opportunities for students to take action against racism and injustice both here in the Tasmanian context but also as change agents in the future where ever they might find themselves.

The value of our work and the merit of acting as partners in Reconciliation in all its forms will be seen in the way our community and our students stand together and successfully advocate for future change. When we learn more about ourselves and where we truly and respectfully walk together with our Aboriginal and Torres Strait Islander brothers and sisters and, by such a process, are made whole as a nation.

I commend this plan to you and invite you to walk with us in our journey towards Reconciliation.

A handwritten signature in black ink, which appears to read 'Rob McEwan'. The signature is fluid and cursive.

**Dr Rob McEwan**  
Principal, The Hutchins School



# Our Framework Goals

ACTION	Goal	What we will deliver
<p><b>1</b></p> <p><b>Aboriginal and Torres Strait Islander Peoples in the classroom</b></p>	<p>The Hutchins School will actively seek out opportunities to form partnerships with Palawa People and ensure that they are present in our classrooms, as well as sharing their unique skills and knowledge when teaching about Aboriginal and Torres Strait Islander histories and cultures.</p>	<ul style="list-style-type: none"><li>• Teaching staff, where appropriate, to incorporate into their planning suitable opportunities for Palawa People to join them in the classroom and in other learning spaces, including excursions.</li><li>• The Hutchins School Power of 9 program will have an explicit focus on First Nations education.</li></ul>





## ACTION 2

# Cultural competence for staff

### Goal

The Hutchins School will provide opportunities for all staff to strengthen inter-cultural awareness, empathy and respect for Aboriginal and Torres Strait Islander Peoples, identities, histories, cultures and perspectives by the provision of cultural competence learning experiences.

### What we will deliver

- On an annual basis all new staff across the three sub-schools (including support staff) will undertake Cultural Awareness training.
- Maintain strong connections with Reconciliation Tasmania in relation to contemporary initiatives in Cultural Awareness training and relevant professional learning.



## ACTION

3

### Welcome to Country

#### Goal

The Hutchins School will consult with members of the Palawa community to ensure that Traditional Elders/ Owners are invited to conduct Welcome to Country and Acknowledgement of Country ceremonies at formal events including Speech Nights, the first assembly of the School year and other important occasions in the life of the School.

#### What we will deliver

- Ensure that all major school events and internal meetings begin with a culturally appropriate Welcome to Country or Acknowledgement of Country.



ACTION

4

## Celebrate National Reconciliation Week

### Goal

The Hutchins School will celebrate both National Reconciliation Week and NAIDOC Week annually. The School will actively seek opportunities to organise events during the weeks which reflect Aboriginal and Torres Strait Islander Peoples, to reflect on shared histories, cultures and achievements and to explore how members of the Hutchins community can more actively engage with the national reconciliation journey.

### What we will deliver

- Launch The Hutchins School Reconciliation Action Plan during National Reconciliation Week 2023.
- Create culturally sensitive and suitable opportunities and invite Palawa Elders to join us in celebrating National Reconciliation Week and NAIDOC Week.
- Provide Hutchins staff with relevant teaching and learning resources so as to make tangible connections in their classrooms with National Reconciliation Week and NAIDOC Week.

ACTION

5

## Acknowledgement of Country

### Goal

Working closely with members of the Palawa community, The Hutchins School will develop, adopt and publish an Acknowledgment of Country which explicitly acknowledges the people of the South East Nation original custodians of the unceded lands upon which the School is built.

### What we will deliver

- Publish the Acknowledgment of Country on the School's website.
- Ensure that all school events and internal meetings begin with an appropriate Acknowledgement of Country.
- Install an interpretive panel welcoming all community members to The Hutchins School adjacent to the Senior School reception.



## ACTION

6

### Aboriginal and Torres Strait Islander flags

## Goal

Across its three sub-schools, and at formal occasions including Speech Nights and graduations, The Hutchins School will fly or display the two flags representing Australian First Peoples, the flag of the Aboriginal Peoples, and the flag of the Torres Strait Islander Peoples. In flying the Aboriginal and Torres Strait Islander flags we show respect for, and recognition of, Australian First Nations Peoples.

## What we will deliver

- By the end of January 2023, reconfigure and install adjacent to the School's entrance flagpoles and the flag of the Aboriginal Peoples and the flag of the Torres Strait Islander Peoples.
- Ensure that the flag of the Aboriginal Peoples and the flag of the Torres Strait Islander Peoples are flown or displayed at major school events.

## ACTION

7

## Curriculum planning

### Goal

The Hutchins School will undertake a comprehensive audit of its current curriculum in relation to Aboriginal and Torres Strait Islander Histories and Cultures and will, in addition to the requirements of the Australian Curriculum, strengthen our curriculum to ensure that all students know, understand and are active in learning from and about historical truths and contemporary lived experiences of Australian First Nations Peoples, with a focus on local content first.

### What we will deliver

- By the end of June 2023, undertake an audit of current curriculum in relation to Aboriginal and Torres Strait Islander Histories and Cultures.
- Ensure that the cross curricula priority of Aboriginal and Torres Strait Islander Histories and Cultures is explicitly included in all curriculum planning documents.
- Embed the key initiatives in terms of First Nations curriculum from the latest version of the Australian Curriculum in the teaching and learning within the School.



A close-up photograph of two hands holding a boomerang. The boomerang is decorated with intricate patterns of red, white, yellow, and orange dots and lines. The background is a blurred, light-colored wall.

ACTION

8

## Staff engagement with RAP

### Goal

We recognise that all staff are responsible for reconciliation at Hutchins. Supported by the Reconciliation Action Plan Working Group, teaching and support staff across the three sub-schools will be involved in ongoing professional learning and dialogue to foster an authentic and rich personal understanding of and commitment to reconciliation. We will encourage and appropriately support staff at Hutchins to move from 'safe' to 'brave' when addressing reconciliation.

### What we will deliver

- Ensure all staff undertake Cultural Awareness training.
- Provide staff with comprehensive and timely resources to include teaching about the Reconciliation Action Plan process in their respective classrooms.
- Provide regular updates to all staff on progress in the development and implementation of the School's Reconciliation Action Plan.
- Foster continued representative staff membership of the Hutchins School Reconciliation Action Plan Working Group.

## ACTION

9

### Celebrate RAP progress

#### Goal

In partnership with members of the Tasmanian Aboriginal community, we will annually celebrate, review and observe the development and implementation of our Reconciliation Action Plan.

#### What we will deliver

- Undertake a formal launch of The Hutchins School Reconciliation Action Plan.
- Ensure that school publications, including via social media and the School's website, recognise and promote progress with the School's Reconciliation Action Plan.





## ACTION 10

### Inclusive policies

#### Goal

While The Hutchins School has an Equity and Diversity Statement, it does not have an Inclusion Policy. We will work to align internal policies and procedures to ensure that our recruitment, employment and other workplace conditions, as well as policy and procedures applicable to staff and student inclusion and diversity, reflect the voice and vision of Aboriginal and Torres Strait Islander Peoples.

#### What we will deliver

- Draft and have endorsed by the School Executive and Board, a revised Diversity Equity and Inclusion Policy (DEI).
- Ensure that administrative practices, in particular staff recruitment protocols and school policies, more generally include relevant references to the DEI Policy.



## ACTION

11

### Build relationships with community

#### Goal

In close partnership with Tasmanian First Nations Elders, community-based organisations, First Nations educators, Reconciliation Australia through its Narragunnawalli program and Reconciliation Tasmania, The Hutchins School will build authentic, respectful and ongoing relationships with Palawa/Pakana Peoples. Our goal is to build a school which is culturally safe and in which Tasmanian First Nations Peoples are welcome, heard and whose history, culture and contemporary lived experiences are acknowledged and celebrated.

#### What we will deliver

- Maintain strong relationships with Reconciliation Tasmania and the Tasmania Aboriginal Centre.
- Maintain Palawa representation on the Reconciliation Action Plan Working Group.
- Participate in forums, discussions and public events with a focus on First Nations themes and initiatives.
- Work with Palawa regional organisations to ensure site and place specific learning, in particular in relation to the Power of 9 program.





ACTION **12**

## Teach about Reconciliation

### Goal

The Hutchins School is unequivocally committed to practical Reconciliation. We seek to partner and walk with Tasmanian First Nations Peoples in the practical implementation of the Uluru Statement from the Heart. This includes adopting teaching and learning practices which deepen understanding of and contribute to Voice, Treaty and Truth Telling.

### What we will deliver

- Support mentors to increase discussions around reconciliation in their day to day practice.
- Work with Hutchins chaplaincy staff to ensure that issues of Reconciliation and Voice, Treaty and Truth Telling are appropriately reflected in chapel services.
- Provide staff with teaching and learning materials and opportunities in the lead up to National Reconciliation Week and NAIDOC week.

## ACTION 13

# Take action against racism

### Goal

The Hutchins School recognises the importance of all members of our community understanding and valuing Aboriginal and Torres Strait Islander cultures, rights and experiences. We will explicitly educate our community to identify and counter racist attitudes and their negative effects across all areas and parts of the School. Through our curriculum and behavioural policies, we will assist students to develop an understanding and respect for cultural differences.

### What we will deliver

- Modify the whole school Harassment, Bullying and Discrimination Policy to include an antiracism component.
- Ensure that the School educates staff and students about all forms of institutional, explicit and casual racism.



## ACTION

14

### Explore current affairs and issues

## Goal

Consistent with the Australian Curriculum, in particular the cross-curricula priority of Aboriginal and Torres Strait Islander Histories and Cultures, The Hutchins School will actively engage with and teach significant current cultural, social, economic and political affairs as they impact and are shaped by Australian First Nations Peoples.

## What we will deliver

- Ensure that all learning areas have an explicit focus on the three Australian Curriculum cross curricular priorities of Aboriginal and Torres Strait Islander Histories and Cultures, Asia and Australia's Engagement with Asia, and Sustainability.
- Ensure that contentious, topical issues are appropriately (age and stage) raised and addressed in classroom settings.
- Maintain a strong collegial dialogue within the School around significant issues which impact on Aboriginal and Torres Strait Islander Peoples.
- Provide professional development for staff on matters of concern to Aboriginal and Torres Strait Islander Peoples as well as support on mechanisms and strategies to address these issues in classrooms with students.

# Uluru Statement from the Heart

**We, gathered at the 2017 National Constitutional Convention, coming from all points of the southern sky, make this statement from the heart:**

Our Aboriginal and Torres Strait Islander tribes were the first sovereign Nations of the Australian continent and its adjacent islands, and possessed it under our own laws and customs. This our ancestors did, according to the reckoning of our culture, from the Creation, according to the common law from 'time immemorial', and according to science more than 60,000 years ago.

This sovereignty is a *spiritual notion: the ancestral tie between the land, or 'mother nature', and the Aboriginal and Torres Strait Islander peoples who were born therefrom, remain attached thereto, and must one day return thither to be united with our ancestors. This link is the basis of the ownership of the soil, or better, of sovereignty.* It has never been ceded or extinguished, and co-exists with the sovereignty of the Crown.

How could it be otherwise? That peoples possessed a land for sixty millennia and this sacred link disappears from world history in merely the last two hundred years?

With substantive constitutional change and structural reform, we believe this ancient sovereignty can shine through as a fuller expression of Australia's nationhood.

Proportionally, we are the most incarcerated people on the planet. We are not an innately criminal people. Our children are alienated from their families at unprecedented rates. This cannot be because we have no love for them. And our youth languish in detention in obscene numbers. They should be our hope for the future.

These dimensions of our crisis tell plainly the structural nature of our problem. *This is the torment of our powerlessness.*

We seek constitutional reforms to empower our people and take a *rightful place* in our own country. When we have power over our destiny our children will flourish. They will walk in two worlds and their culture will be a gift to their country.



We call for the establishment of a First Nations Voice enshrined in the Constitution.

Makarrata is the culmination of our agenda: *the coming together after a struggle*. It captures our aspirations for a fair and truthful relationship with the people of Australia and a better future for our children based on justice and self-determination.

We seek a Makarrata Commission to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.

In 1967 we were counted, in 2017 we seek to be heard. We leave base camp and start our trek across this vast country. We invite you to walk with us in a movement of the Australian people for a better future.

**(right) The Hutchins School Reconciliation Action Plan Working Group led by Dr Adam Grover**

(L-R) Joshua Wise (Year 11), Jaxon McCormick (Year 11), Ms Bess Clark, Mrs Alison Farmer, Dr Michael Guerzoni, Felix Bonney (Year 6), Dr Adam Grover (RAP Convenor), Mrs Ganga Fraser, Mrs Emma Nuttall, Ms Naomi Pritchard-Tiller, Miss Anna Davidson and Dr Rob McEwan  
Absent – Mr Rob Anders, Mr Keith Davis, Mr Ken Kingston, Mr Shane McAloon, Miss Densy McInerney, Mr Huw Peacock, Dr Jacob Prehn and Mr Todd Sculthorpe

## Makarrata

The coming together after a struggle to supervise a process of agreement-making between governments and First Nations and truth-telling about our history.



We humbly and respectfully acknowledge the Muwinina People of the South East Nation as the Original Custodians of the unceded Kreewer Lands on which Hutchins stands. As a school, we commit to walking together with Tasmanian Aboriginal Peoples to pursue healing through Voice, Treaty and Truth-Telling.

For additional information about our work please contact  
Dr Adam Grover [adam.grover@hutchins.tas.edu.au](mailto:adam.grover@hutchins.tas.edu.au).



**HUTCHINS**

ESTABLISHED 1846

**THE HUTCHINS SCHOOL**

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The Hutchins School Board as established by The Christ College Act 1926  
ABN 91 133 279 291 CRICOS 00478F

