

OUR COMMITMENT TO ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE

We, FGP Moreton Inc., make this commitment, in the spirit of reconciliation, to deliver aspirational educational and social outcomes for Aboriginal peoples and Torres Strait Islander peoples. As Early Education Providers we have a responsibility to develop a genuine understanding of our history and its lasting impact on Aboriginal peoples and Torres Strait Islander peoples. Our Organisation implements policies and procedures in line with current laws and regulations, however, we also understand that some aspects of Aboriginal culture do not always align and so we commit to work to bridge these cultural gaps with understanding, respect and empathy.

This document commits our entire workforce (Management, Staff, Volunteers) to deliver this commitment statement.

This document commits our organisation to:

- value Aboriginal and Torres Strait Islander peoples' cultures and histories
- provide opportunities for Aboriginal people and Torres Strait Islander peoples to thrive in their early years
- value, include and support Aboriginal employees and Torres Strait Islander employees in our workplaces
- work with each community to understand their unique knowledge and interests.

Measure and Review:

Activities designed to achieve these commitments and aspirations will be embedded throughout each Childcare Centre's Quality Improvement Plan, Reconciliation Action Plan and Strategic Inclusion Plan.

We will achieve this by:

Building Relationships with Community by maintaining a respectful relationship with key community members and community elders. We will seek guidance and permission where necessary in aspects of learning and community participation.

Taking action against Racism by challenging inequities in our policies and practices. FGP Moreton Inc. has a zero tolerance for racism and bias and take an active stance in the community regarding respect for different cultures.

Increasing Cultural Competence of staff to overcome personal bias and to gain a greater understanding of how to include cultural perspectives in programming and planning.

Acknowledging traditional custodians of land and waterways. Acknowledgment of Country will be recognized at all meetings by both adults and children. Local Elders and Community Representatives are to be invited to Welcome to Country at special events.

Teaching young children about Reconciliation, Annual Cultural events and Current Affairs/ Issues. Aboriginal and Torres Strait Islander resources are to be available to the children throughout their day and flags are displayed in all childcare centres. Where possible, resources from genuine indigenous artists and businesses will be sourced.

Celebrating and drawing upon the diversity that exists within Aboriginal peoples and Torres Strait Islander peoples. Ensuring our workplaces value the culture, skills and knowledge of all staff, families and community members.

Preserving and promoting culture and language through our early years services engagement with community.

“Reconciliation is the responsibility of all Australians. Reconciliation concerns both Indigenous and non-indigenous Australians- we are bound to each other's fate. In order to achieve reconciliation we must heal together- Reconciliation is everyone's responsibility.”

Tom Calma, Australian Human Rights Commission, 2005

Pauline Newton 12.2.21