

ABORIGINAL LEARNING, WELLBEING AND SAFETY ACTION PLAN



Help for non-English speakers

If you need help to understand the information in this policy, please contact Iramoo Primary School on (03) 9741 2803 or iramoo.ps@education.vic.gov.au.

Iramoo Primary School embraces the vision of the [Marrung Aboriginal Education Plan](#) and celebrates the culture, knowledge and experiences of First Nations People. We are committed to creating and maintaining a school environment that empowers Koorie students to feel valued, respected and culturally strong.

Our school has a number of measures in place to ensure that our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander cultures. These measures are outlined below.

Family and community perspectives and feedback

We actively seek participation and feedback from Koorie students, families and community by:

- acknowledging the existing knowledge of Koorie students and their families and seeking their feedback on decisions that affect them and on how well we are meeting their needs, through initial enrolment meetings, Student Support Groups and during the development of Individual Education Plans
- working with our regional Koorie Engagement Support Officer (KESO) for advice on how we can create a culturally inclusive learning environment and to build our capacity to provide support for individual Koorie students attending our school
- partnering with the Wadawurrung to seek feedback and advice on existing and new actions we can take to support the diverse and unique identities and experiences of Aboriginal students and children in our community
- actively supporting participation and inclusion in the school by Aboriginal children, students and their families
- building schoolwide knowledge of Aboriginal histories, cultures, perspectives, values, skills and attitudes
- encouraging and actively supporting a student's ability to express their culture and enjoy their cultural rights.

Training and professional development of staff

To ensure that our staff are equipped with the skills and knowledge necessary to create and maintain a positive and inclusive school environment we:

- participate in [Community Understanding and Safety Training \(CUST\)](#)
- provide tailored training and professional development to build knowledge for specific staff based on any emerging or current areas of need
- ensure that training and professional development equips teaching staff to deliver Aboriginal and Torres Strait Islander perspectives within the classroom curriculum
- support teachers to work in their Professional Learning Communities (PLCs) to map and develop teaching and learning activities within the Victorian Curriculum priorities to enable staff to build their confidence with Aboriginal and Torres Strait Islander content and to recognise opportunities to draw upon Aboriginal pedagogies and practices within their classrooms

- ensure that training and professional development equips staff with an understanding and appreciation of the strengths of Aboriginal and Torres Strait Islander culture and its importance to the wellbeing and safety of Koorie children and students
- adopt measures to ensure that racism is identified, confronted and not tolerated
- equip our school community to acknowledge and appreciate the strengths of Aboriginal culture and understand its importance to the wellbeing and safety of Aboriginal children.

Curriculum and learning

Iramoo Primary School supports the development of high expectations and individualised learning for Koorie students and creates a learning environment for students that acknowledges, respects and values Aboriginal and Torres Strait Islander cultures and identities.

This includes:

- implementing the Department of Education's [Koorie Education Policy](#)
- referring to the VAEAI Koorie Education Calendar & resources
- appointing a Diversity and Inclusion Leading Teacher and Murrung Champions
- ensuring that all Koorie students have Individual Education Plans developed in partnership with students, families and the KESO
- learning more about Aboriginal histories and cultures, both locally and across Australia
- speaking with respect and confidence about Aboriginal culture, knowledge systems and people.

Assemblies and other school events and activities

We ensure that our school events and activities acknowledge and celebrate Aboriginal and Torres Strait Islander culture by:

- acknowledging the Country and Traditional Owners of the land on which our school is located (Wadawurrung) at the start of school assemblies and formal meetings
- arranging Welcome to Country by a local Elder at major school events such as the opening of new buildings or campuses
- arranging school activities and excursions and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture.

Built and digital environment

We ensure our built environment and website demonstrates an appreciation and acknowledgment of Aboriginal and Torres Strait Islander culture through:

- flying the Aboriginal and Torres Strait Islander flags on school grounds
- displaying plaques/signs that Acknowledge Country and Traditional Owners including an Acknowledgement of Country and Traditional Owners on our website home page.

Communication

This policy will be communicated to our school community in the following ways:

- available publicly on our school's website
- included in newsletter or Compass notifications
- included in our staff induction process
- discussed at school meetings
- made available in hard copy from school administration upon request.

Our school policies and documents:

- [Diversity & Inclusion Policy](#)
- [Student Engagement and Inclusion Policy](#)
- [Bullying Prevention Policy](#)
- [Respectful Relationships Policy](#)
- [School Philosophy and Values](#)
- [Child Safety Policies and Procedures](#)

Related policies:

<https://www.vic.gov.au/schools-culturally-safe-environments-guidance>

Policy REVIEW and Approval

Policy last reviewed	August, 2025
Approved and ratified by	School Council
Next scheduled review date (2 years)	August, 2027