

Lalor Secondary College
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LALOR SECONDARY COLLEGE

Koorie Learning, Wellbeing and Safety Action Plan

2025-2027

Date ratified by School Council: 26th June 2025
Review date: June 2027



Help for non-English speakers

If you need help to understand the information in this policy, please contact the general office on 9463 7300

Note: Throughout this document the term Koorie is used to refer to both Aboriginal and Torres Strait Islander people.

Lalor Secondary College embraces the vision of the [Marrung Aboriginal Education Plan](#) and celebrates the culture, knowledge and experiences of First Nations Peoples. 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 our community acknowledges and appreciates the strengths of Aboriginal and Torres Strait Islander culture. These measures are outlined below.

- Begin events and meetings with an Acknowledgement of Country as a standing agenda item. Use this as an opportunity to pause and reflect or open a discussion.
- Fly the Aboriginal and Torres Strait Islander flags on school grounds.
- Display plaques and signs to Acknowledge Country and Traditional Owners.
- Make Aboriginal voice part of decision making in matters that affect Aboriginal students. Be open to different ways of doing and expressing things.
- Celebrate the local Aboriginal community in communications with students, staff, volunteers and families. Share information through school newsletters, school assemblies, parent information nights.
- Lead on safety and inclusion for all Aboriginal students and their families. Learn more about Aboriginal histories and cultures, both locally and across Australia. Speak with respect and confidence about Aboriginal culture, knowledge systems and people.
- Build schoolwide knowledge of Aboriginal histories, cultures, perspectives, values, skills and attitudes.
- Express zero tolerance of racism in your statement of commitment to child safety included in your Child Safety and Wellbeing Policy and other documents.
- Use the Marrung Aboriginal Education Plan 2016-2026 to guide the school's support for Aboriginal self-determination
- Endeavouring to establish a culturally safe environment in which the diverse and unique identities and experiences of aboriginal children and young people are respected and values.
- Embedding processes to ensure aboriginal voice is heard and acted upon, including through strengthening opportunities for aboriginal people to participate in educational decision making at local, regional and system levels.

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, during the development of Individual Education Plans and general enrolment processes.

- working with our regional Koorie Engagement Support Officers (KESOs) 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 City of Whittlesea Youth Development Officer 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.
- Engage with Victorian Aboriginal Health Services to support our Koorie students and their families.

TRAINING AND PROFESSIONAL DEVELOPMENT OF STAFF

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

- ensure staff participate in [Community Understanding and Safety Training \(CUST\)](#) training
- provide tailored training and professional development each year to build knowledge for specific staff based on any emerging or current areas of need
- ensure 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 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.

CURRICULUM AND LEARNING

Lalor Secondary College supports the development of high expectations and individualised learning for Koorie students and creates a learning environment for all students that acknowledges, respects and values Aboriginal and Torres Strait Islander cultures and identities. This includes:

- Implementing the Department of Education and Training's [Koorie Education Policy](#)
- Truth telling - Ensuring the findings of the Yoorrook Justice Commission and enduring impact/legacy of the colonisation on the educational experience of learners, families and communities are reflected in the teaching of the Victorian curriculum.
- Ensuring that all Koorie students have individual education plans developed in partnership with students, families, and KESOs.
- Supporting students to engage with the Marrung education scholarships for high achieving Aboriginal students studying years 11 and 12 in government schools.

ASSEMBLIES AND OTHER SCHOOL EVENTS AND ACTIVITIES

We ensure 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, the Wurundjeri people at the start of every school assembly and meeting
- arranging Welcome to Country by local Elders at major school events such as the opening of new buildings or campuses
- arranging incursions and excursions, and recognising key events and anniversaries that celebrate Aboriginal and Torres Strait Islander culture
- Formalising and resourcing local partnerships with the aboriginal community to enable genuine partnerships and shared decision making

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 outside our main entrance that Acknowledge Country and Traditional Owners
- including an Acknowledgement of Country and Traditional Owners on our website home page

REVIEW AND FEEDBACK

We recognise that our school's practices must be regularly reviewed and updated in partnership with our families and local communities. We encourage you to contact the College Principal with any feedback, concerns or suggestions

COMMUNICATION

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

- Included in staff induction processes
- Discussed at staff briefings or meetings, as required
- Available on the school website
- Made available in hard copy from school administration upon request

FURTHER INFORMATION AND RESOURCES

- The Department's Policy and Advisory Library (PAL):
 - [Child Safe Standards](#)
 - School Related Policies
 - Child Safety and Wellbeing Policy
 - Child Safety Code of Conduct
 - Duty of Care Policy
 - Prevention and Addressing Racism in Schools Policy
 - Student Code of Behaviour
 - Student Wellbeing and Engagement Policy

POLICY REVIEW AND APPROVAL

Policy last reviewed	June 2025
Approved by	Principal
Next scheduled review date	June 2027