



Education
Services
Australia
Limited

Education Services Australia Reconciliation Action Plan 2014–15



Reconciliation
AUSTRALIA
RECONCILIATION ACTION PLANS

ESA'S REFLECT RAP

Our Reflect Reconciliation Action Plan (RAP) identifies actions for relationships, respect and opportunities that are specific to ESA and our sphere of influence. We commit to completing the actions in this plan over the next 12 months.

This Reflect RAP will enable us to focus on building relationships both internally and externally, raising awareness with our stakeholders and ensuring there is shared understanding and ownership of our RAP within the company.

Development of our RAP has involved consultation with staff across ESA and with Aboriginal and Torres Strait Islander stakeholders.

Our business

Education Services Australia (ESA) is a national, not-for-profit company owned by all Australian education ministers.

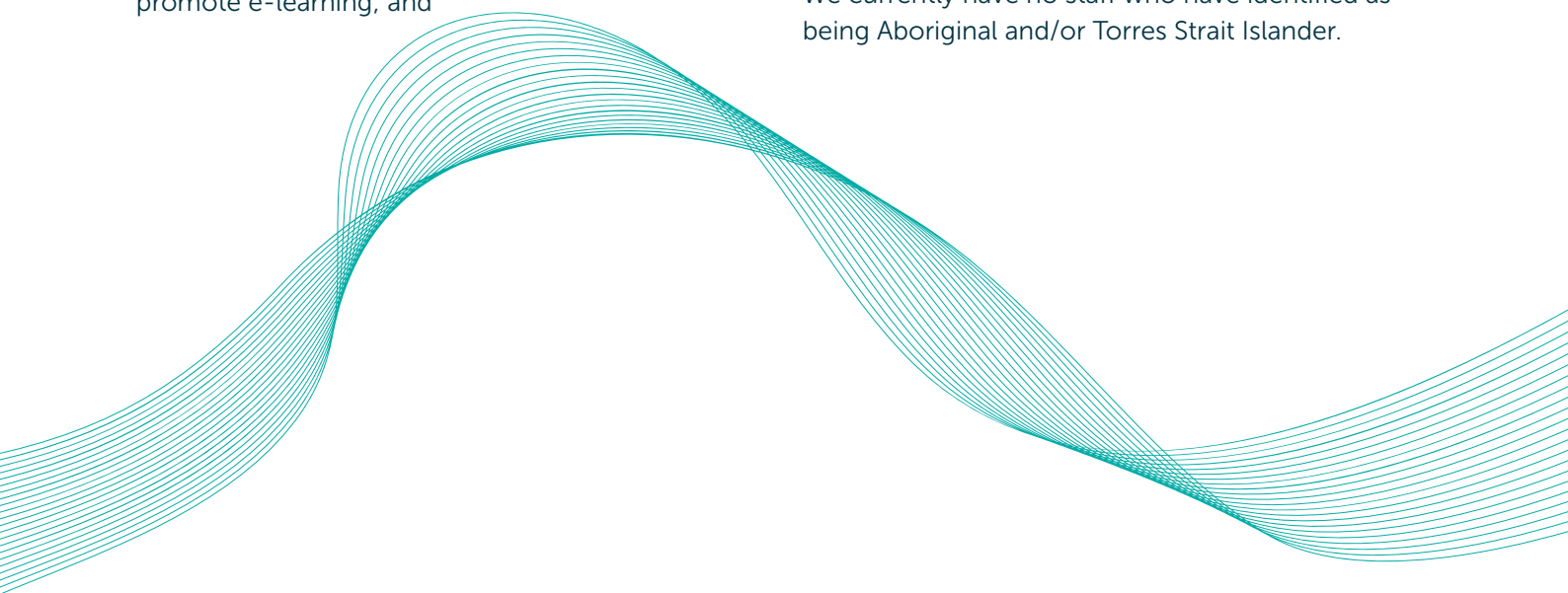
The company was established to support delivery of national priorities and initiatives in the schools, training and Higher Education sectors, in particular to advance key nationally agreed education initiatives, programs and projects by providing services such as:

- researching, testing and developing effective and innovative technologies and communication systems for use in education;
- devising, developing and delivering curriculum and assessment, professional development, career and information support services;
- facilitating the pooling, sharing and distribution of knowledge, resources and services to support and promote e-learning; and

- supporting national infrastructure to ensure access to quality assured systems and content and interoperability between individuals, entities and systems;
- create, publish, disseminate and market curriculum and assessment materials, ICT-based solutions, products and services to support learning, teaching, leadership and administration; and
- act as required as the legal company for the Standing Council on School Education and Early Childhood (SCSEEC).

ESA supports the access of all young Australians to high-quality schooling, and seeks to promote equity in schooling for Aboriginal and Torres Strait Islander peoples .

ESA employs 203 staff and is situated in Melbourne. We currently have no staff who have identified as being Aboriginal and/or Torres Strait Islander.



OUR RAP

Purpose

ESA aims to be the national digital service provider of choice for the Australian education sector; our services are used by teachers and students across all education jurisdictions. As a significant organisation within Australian education, ESA recognises that reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians is the responsibility of all Australians. This Reconciliation Action Plan (RAP) is an acknowledgement of our responsibility, and our commitment, to be active in this space. Our RAP focuses on raising awareness of, and engaging with, reconciliation by building an environment based on mutual respect and trust between Aboriginal and Torres Strait Islander peoples and other Australians.

Our RAP is aligned with the *Australian Education Act 2013*. The preamble to the Act states that:

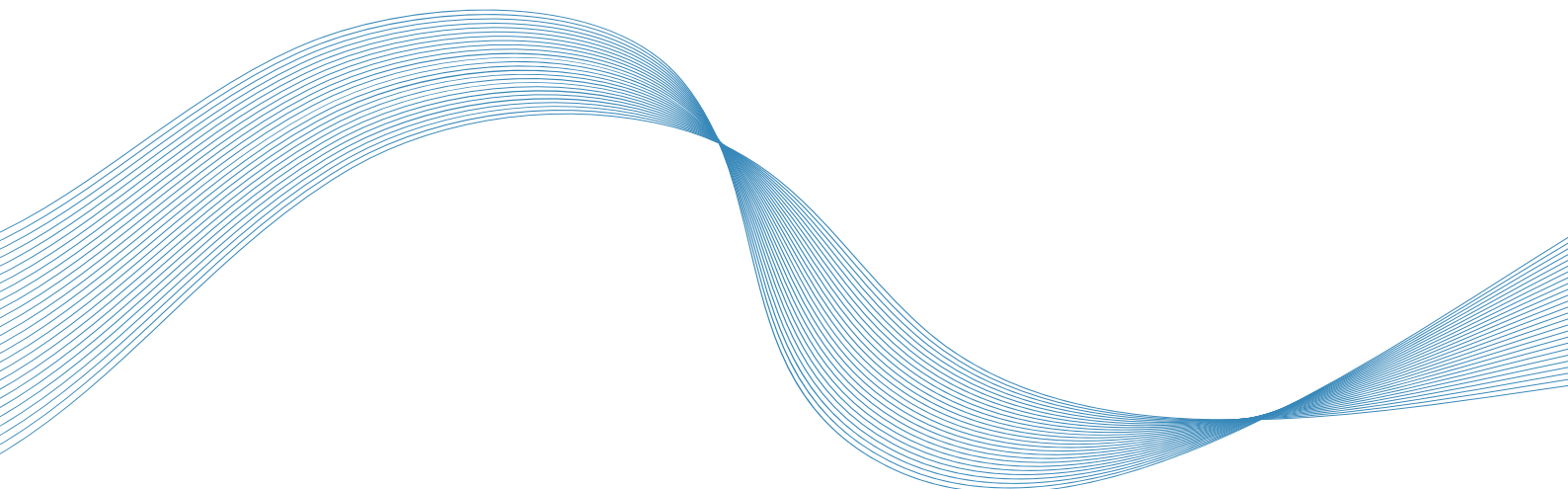
All students in all schools are entitled to an excellent education, allowing each student to reach his or her full potential so that he or she can succeed, achieve his or her aspirations, and contribute fully to his or her community, now and in the future. [...]

It is essential that the Australian schooling system be of a high quality and be highly equitable in order for young Australians to become successful learners, confident and creative individuals, and active and informed citizens. A high quality and highly equitable Australian schooling system will also create a highly skilled, successful and inclusive workforce, strengthen the economy, and increase productivity, leading to greater prosperity for all.

The Act also aims to ensure that the Australian schooling system provides a high-quality and highly equitable education for all students with the following national targets:

- (v) at least halve the gap between Aboriginal and Torres Strait Islander students, and other students, in Year 12 or equivalent attainment rates by 2020 from the baseline in 2006;
- (vi) halve the gap between Aboriginal and Torres Strait Islander students, and other students, in reading, writing and numeracy by 2018 from the baseline in 2008;

ESA supports the access of all young Australians to high-quality schooling, and seeks to support equity in schooling for Aboriginal and Torres Strait Islander peoples .



Further, ESA's Letter of Expectation from SCSEEC requests that ESA consider the Council of Australian Governments' *Closing the Gap* targets in the delivery of products and services commissioned by SCSEEC by ensuring that these include Aboriginal and Torres Strait Islander content and perspectives, where appropriate.

In this context, ESA is committed to building relationships both internally and externally, and raising awareness with our stakeholders to ensure there is a shared understanding and ownership of our RAP within the company.

Within ESA, we are committed to:

- raising staff awareness and understanding of Aboriginal and Torres Strait Islander histories, cultures and contributions
- raising staff awareness and understanding of reconciliation support materials and tools, such as company protocols
- embedding a reconciliation perspective of cultural awareness, sensitivity and respect into our consciousness and practices
- encouraging diversity in our employment
- investigating opportunities to work alongside Aboriginal and Torres Strait Islander contractors, suppliers, educators and subject matter experts
- building partnerships with local and national Aboriginal and Torres Strait Islander groups wherever possible
- promoting Aboriginal and Torres Strait Islander cultures in our physical space, for example through local artworks.

As a national education service provider for teachers, students and education communities, in collaboration with our stakeholders we are committed to:

- supporting the Education Act's determination to close the gap
- encouraging the inclusion of Aboriginal and Torres Strait Islander perspectives in project development and materials
- ensuring that the Australian Curriculum's cross-curriculum priority Aboriginal and Torres Strait Islander histories and cultures is reflected where we can

- ensuring that Aboriginal and Torres Strait Islander learners are supported in key elements of 21st century teaching and learning
- embedding the materials and tools that we develop with strategies that support teaching Aboriginal and Torres Strait Islander students
- supporting teachers to understand and respect Aboriginal and Torres Strait Islander peoples, to promote reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians
- supporting teachers to understand and demonstrate strategies for teaching Aboriginal and Torres Strait Islander students.

RAP Champions and Working Group

The AITSL/ESA RAP Working Group was established in October 2013.

The membership includes:

- Co-Chairs and RAP Champions
 - John Dainutis, Director Strategic Communications, ESA
 - Madeleine Scully, Company Secretary, AITSL
- A range of staff from different parts of both organisations:
 - Madeleine Daniel, Education Services Australia
 - Greg D'Arcy, Education Services Australia
 - Vanessa Len, Education Services Australia
 - Brad Allan, AITSL
 - Anne Loos, AITSL
 - Lizzie Summerfield, AITSL
 - Chantal Arulanandam, Senior Project Officer, Organisational Development, AITSL (Executive Officer)

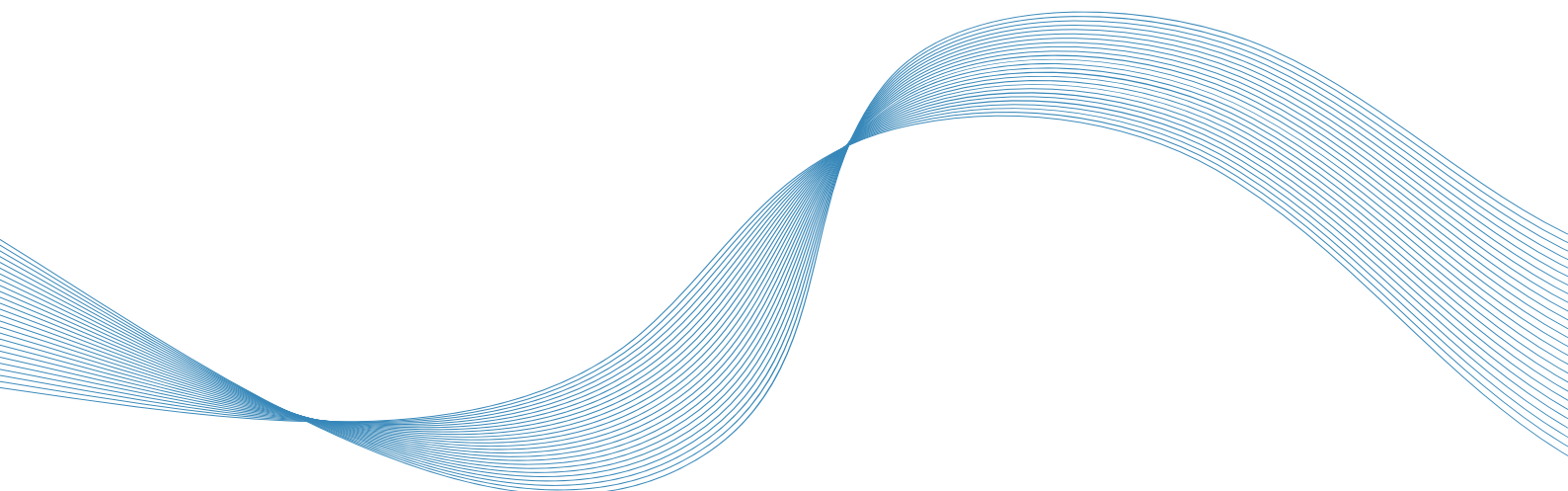
Our partnerships/current activities

- Providing a platform for Reconciliation Australia to promote reconciliation in education through the curation of learning paths in Scootle and through the development of networks in Scootle Community (professional digital community for teachers).
- Updating company protocols.

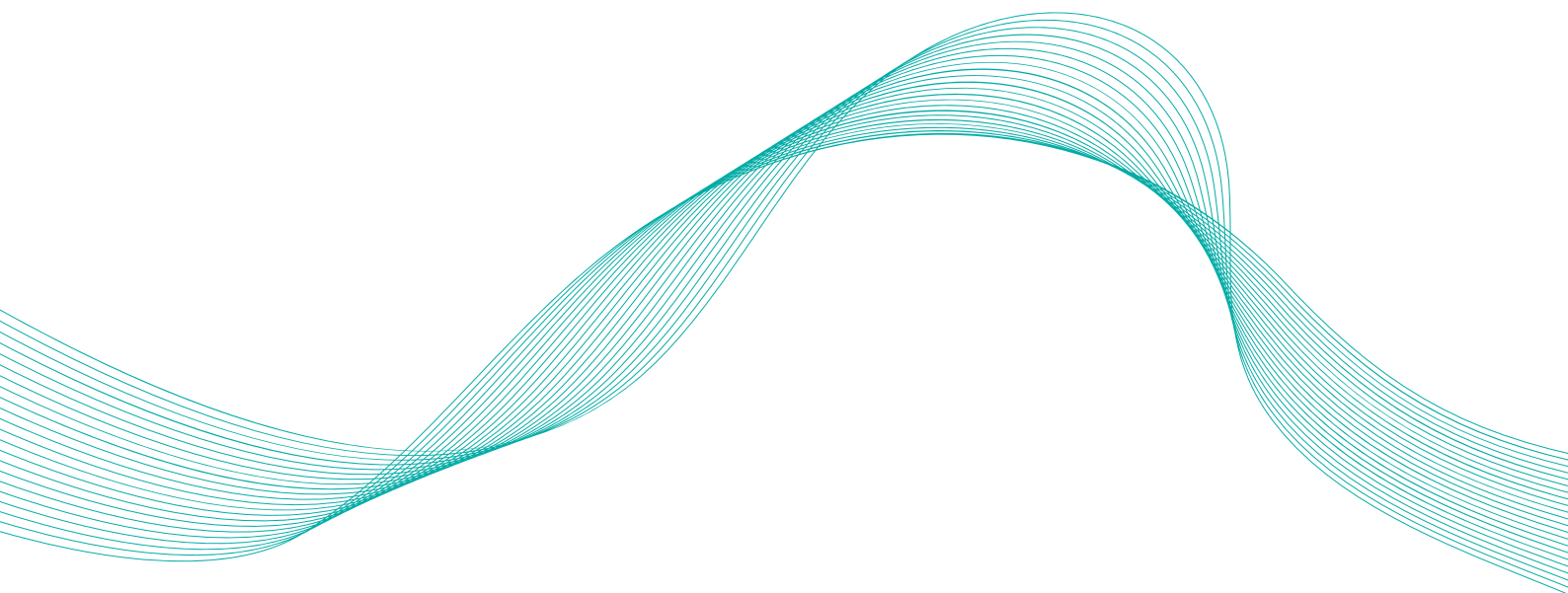
Over the next 12 months, our Education Services Australia commits to:

	Action	Responsibility	Timeline	Deliverables
Relationships	Establish a RAP Working Group	CEO	Nov 2013	1. A RAP Working Group is formed and operational to support the development of our RAP. Feedback and advice will be sought from OAAV, VAEAI and Reconciliation Australia and Recognise.
	Develop external relationships	Director, Strategic Communications Reconciliation Working Party; ESA Executive	July 2014	2. A list is developed of Aboriginal and Torres Strait Islander communities, organisations and stakeholders within our local area or sphere of influence that we could approach to assist us in our understanding of the potential activities in our future RAPs based on existing stakeholder databases and consultation with Reconciliations Victoria and Australia, City of Melbourne, Indigenous Division in DPM&C and OAAV. 3. ESA considers ways in which respectful and productive relationships can be established and developed with organisations on the list
	Celebrate National Reconciliation Week (NRW)	Company Secretary, AITSL Director, Strategic Communications, ESA	27 May – 3 Jun 2015	4. Our Working Group organises an internal event to recognise and celebrate NRW to commemorate three significant milestones in the reconciliation journey – the anniversaries of the successful 1967 referendum, the High Court Mabo decision and National Sorry Day.
	Raise internal awareness of reconciliation	• CEO Working Group members	Dec 2013, ongoing	5. A plan is developed and executed to raise awareness and understanding across the company about the RAP commitment, particularly with key internal stakeholders.
Respect	Promote literacy National Indigenous Literacy Day	Company Secretary, AITSL Director, Strategic Communications, ESA	3 Sep 2014	6. Create a group supporting Aboriginal and Torres Strait Islander literacy, highlighting resources, professional learning opportunities (promote in National Reconciliation Week, Literacy Week and National Indigenous Literacy Day).
	Investigate cultural development	Director, Strategic Communication and Working Group members	Dec 2014	7. Capture baseline data on ESA staff's awareness and understanding of Aboriginal and Torres Strait Islander histories, cultures and contributions. 8. Use this feedback for the development of cultural awareness and development plan for ESA staff, informed by relevant business units and delivered to the Executive for consideration, endorsement and action.

	Action	Responsibility	Timeline	Deliverables
	Celebrate NAIDOC Week	Company Secretary, AITSL Director, Strategic Communications, ESA	July 2014	9. Our Working Group plans and holds an internal event (1st Sunday – 2nd Sunday in July) to celebrate Aboriginal and Torres Strait Islander cultures and takes the opportunity to recognise the contributions that First Australians make to our country and our society.
Opportunities	Raise internal understanding of protocols	ESA RAP Working Group	July 2014	10. Resources are developed for staff awareness and understanding, such as the meaning and significance of Aboriginal and Torres Strait Islander protocols, including Welcome to Country and Acknowledgement of Country as well as appropriate wording for use in support materials and tools. 11. Observe Acknowledgement of Country and Welcome to Country protocols at all appropriate events.
	Encourage Aboriginal and Torres Strait Islander employment	Director, Human Resources	Dec 2014	12. Baseline data is captured on current Aboriginal and Torres Strait Islander employees to inform future developments. 13. A plan is established to encourage Aboriginal and Torres Strait Islander employment within ESA. 14. Ensure all advertisements include statement that Aboriginal and Torres Strait Islander people are encouraged to apply. 15. Advertise positions in suitable media and through relevant networks. 16. Ensure training opportunities are available to support employment.
	Consider supplier diversity	General Manager, Corporate Services-	Dec 2014	17. Investigate current Aboriginal and Torres Strait Islander suppliers and contractors, and consider further strategies to support how ESA can further consider an Aboriginal and Torres Strait Islander supplier diversity program. 18. Explore membership with Supply Nation.



	Action	Responsibility	Timeline	Deliverables
Tracking progress	Other opportunities	ESA Executive	June 2015	<p>19. Encourage the input and inclusion of Aboriginal and Torres Strait Islander peoples and perspectives in project development and materials.</p> <p>20. Ensure that the Australian Curriculum's cross-curriculum priority Aboriginal and Torres Strait Islander histories and cultures are reflected wherever possible.</p> <p>21. Support Aboriginal and Torres Strait Islander learners to have access to appropriate technological tools to support key elements of 21st century teaching and learning.</p> <p>22. Embed the materials and tools that we develop with strategies that support teaching Aboriginal and Torres Strait Islander students where appropriate.</p> <p>23. Support teachers to understand and respect Aboriginal and Torres Strait Islander people, to promote reconciliation between Aboriginal and Torres Strait Islander people and other Australians.</p> <p>24. Support teachers to understand and demonstrate strategies for teaching Aboriginal and Torres Strait Islander students.</p>
	Build support for the RAP	Director, Strategic Communications	June 2015	<p>25. Available resourcing for our RAP is defined.</p> <p>26. Our data collection is able to measure our progress and successes.</p> <p>27. An annual report on our achievements, through the Impact Measurement Questionnaire is submitted to Reconciliation Australia.</p>



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