

SHARED HISTORY, SHARED FUTURE

UNITY THROUGH EQUALITY

UNITY THROUGH EQUALITY



# ET AUSTRALIA RECONCILIATION ACTION PLAN APRIL 2025 - APRIL 2027

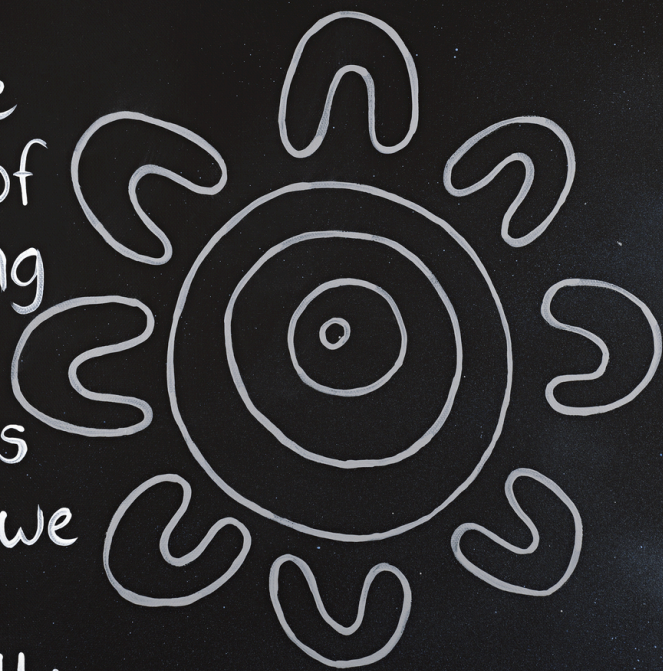


# ACKNOWLEDGEMENT OF COUNTRY

We wish to acknowledge  
the traditional custodians of  
the land on which this building  
stands today.

We pay our respects to Elders  
past, present and emerging as we  
recognise their continuing  
connection and contribution to this  
land.

We also extend that respect  
to all Aboriginal and  
Torres Strait Islander  
people.



ET AUSTRALIA'S ACKNOWLEDGEMENT OF COUNTRY: DESIGNED AND CREATED  
BY GARRY PURCHASE AND ARE DISPLAYED IN BOTH ET AUSTRALIA  
SECONDARY COLLEGE CAMPUSES AND OUR TRAINING COLLEGE IN GOSFORD.



# ABOUT OUR RAP ARTWORK

NGINARAYINGGAI NGURA (OUR PLACE) BY COURTNEY GARSTANG  
AND ET AUSTRALIA SECONDARY COLLEGE STUDENTS



Nginarayinggai Ngura (Our Place): Pathways of Knowledge

We are proud to unveil Nginarayinggai Ngura—the artwork created in collaboration with some of our Aboriginal students and local Aboriginal artist Courtney Garstang from Baaka Sista. Courtney worked alongside our students to create this extraordinary piece, that represents the journey of education and its lasting impact.

Nginarayinggai Ngura translates to "our camp" in the Darkinjung language, while "Ngura" means "place" in many Aboriginal languages. In this context, it symbolises ETASC as a central hub, a meeting place where knowledge, culture, and growth intertwine.

At the heart of the artwork is a blue circle with directional lines, representing the school as a meeting place. From this central hub, pathways branch out, symbolising the journey of education and the connections it builds—to family, friends, community, and the world beyond. The surrounding circles and curves reflect the role of family and friends, while stars and hills represent both the natural beauty of the Central Coast and the unique individuality of each person.

This artwork represents how education is not just about opening doors, but about building bridges—between personal dreams, family, community, and Country. Every brushstroke reminds us that the strength and knowledge gained at school are woven into all aspects of life, forming a foundation for a rich, fulfilling future. To our students: you are the storytellers of tomorrow. Your journey, your culture, and your dreams matter—and they will continue to ripple out, creating a lasting impact on the world around you.



# STATEMENT FROM RECONCILIATION AUSTRALIA'S CEO

Reconciliation Australia commends ET Australia on the formal endorsement of its second Innovate Reconciliation Action Plan (RAP).

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. ET Australia continues to be part of a strong network of more than 2,200 corporate, government, and not-for-profit organisations that have taken goodwill and transformed it into action.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously strengthen reconciliation commitments and constantly strive to apply learnings in new ways.

An Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build the strong foundations and relationships that ensure sustainable, thoughtful, and impactful RAP outcomes into the future.

An integral part of building these foundations is reflecting on and cataloguing the successes and challenges of previous RAPs. Learnings gained through effort and innovation are invaluable resources that ET Australia will continuously draw upon to create RAP commitments rooted in experience and maturity.

These learnings extend to ET Australia using the lens of reconciliation to better understand its core business, sphere of influence, and diverse community of staff and stakeholders.

The RAP program's emphasis on relationships, respect, and opportunities gives organisations a framework from which to foster connections with Aboriginal and Torres Strait Islander peoples rooted in mutual collaboration and trust.

This Innovate RAP is an opportunity for ET Australia to strengthen these relationships, gain crucial experience, and nurture connections that will become the lifeblood of its future RAP commitments. By enabling and empowering staff to contribute to this process, ET Australia will ensure shared and cooperative success in the long-term.

Gaining experience and reflecting on pertinent learnings will ensure the sustainability of ET Australia's future RAPs and reconciliation initiatives, providing meaningful impact toward Australia's reconciliation journey.

Congratulations ET Australia on your second Innovate RAP and I look forward to following your ongoing reconciliation journey.



**Karen Mundine**  
**Chief Executive Officer**  
**Reconciliation Australia**

---



# OUR BUSINESS



ET Australia is a community based not for profit organisation operating on the NSW Central Coast since 1977. The organisation's objective is providing students with the skills to be successful in employment and/or further study through the provision of adult vocational training and high school education. ET Australia consists of an Adult Training College (RTO ID 90084) and an Independent Years 7 to 12 High School.

The organisation currently has 79 employees, a mix of part-time, full-time staff and casuals and has two campuses, both located in the Gosford city centre. We are very keen to increase the number of Aboriginal and Torres Strait Islander people employed at ET Australia as we currently have four staff members who identify as Aboriginal people.

ET Australia provides services across the Central Coast community. Our sphere of influence is largely made up of high school students, their families and adult learners engaged in vocational training. We work with many local employers who host our students for Work Placement, Work Experience and employee trainees who complete the training component of their traineeship with ET Australia. We often assist Central Coast based employers with recruiting employees for their organisations so we can also influence their Aboriginal Employment goals and journey to reconciliation.






# OUR VISION FOR RECONCILIATION

ET AUSTRALIA'S VISION FOR RECONCILIATION IN AUSTRALIA IS UNIFICATION BETWEEN ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES AND OTHER AUSTRALIANS. WE LIVE WITHIN A NATIONAL CULTURE THAT REPRESENTS EQUALITY AND EQUITY, HISTORICAL ACCEPTANCE OF OUR SHARED HISTORY AND ELIMINATION OF NEGATIVE RACE RELATIONS.

AS AN EDUCATIONAL INSTITUTION, THIS REQUIRES EQUAL EDUCATION AND OUTCOMES FOR OUR ABORIGINAL AND TORRES STRAIT ISLANDER STAKEHOLDERS AND AN INCLUSIVE AND DIVERSE WORKPLACE THAT IS NOT JUST CULTURALLY SAFE, BUT ALSO CULTURALLY RICH AND PROUD. WE SEE IT AS OUR ROLE TO EDUCATE THE CENTRAL COAST COMMUNITY AND PAVE THE WAY FOR BUSINESSES WE WORK WITH, STUDENTS AND THEIR FAMILIES TO ACHIEVE OUR VISION FOR RECONCILIATION. WE LEAD BY EXAMPLE AND AS WE LEARN, WE AIM TO SHARE OUR KNOWLEDGE WITH OUR COMMUNITY.





# PHOTOS

Welcome to our dedicated page celebrating our ongoing reconciliation journey. This space is a testament to our commitment to acknowledging the past and embracing the future with hope and enthusiasm.

We take pride in the milestones we've achieved, such as creating display boards to commemorate significant days, inviting Elders and other local First Nations community members to share their wisdom with our students and staff, and participating in enriching Aboriginal art workshops. Our involvement extends to supporting community events like the Coast Shelter NRW Gathering and Community NAIDOC Week events. These efforts reflect our dedication to fostering understanding and making a positive impact. We are thrilled to continue our efforts, nurturing change for a brighter, more inclusive future.





# OUR RECONCILIATION ACTION PLAN

ET Australia is developing our fourth Reconciliation Action Plan (RAP) to support the national reconciliation movement, to help our organisation identify and develop meaningful relationships, and to provide opportunities for Aboriginal and Torres Strait Islander peoples to achieve a high-quality education and transition to meaningful employment. We believe that genuine reconciliation can only occur when such opportunities are available to all Australians.

We see this RAP as an opportunity to extend our influence within our region and assist the organisations we work with in commencing or furthering their own RAP journeys. We aim to use this RAP to make bold public statements showcasing our efforts towards reconciliation, with the goal of inspiring the wider community to follow suit. We commit to responding to the evolving requirements of our community, employers and families of students to better develop and show a clear direction in their educational pathways.

Since 2019, ET Australia has actively implemented RAPs, reflecting on past successes and areas for improvement. Our latest RAP was developed through extensive discussions with staff across our organisation and guidance from Reconciliation Australia. Our RAP Working Group consists of our senior managers, Tony Mylan CEO (RAP Chair), Lachlan Scott Deputy Principal, Jessica Newman Training College Manager, Mary Rajbhandari Marketing and Communications Manager, Sandi Spierings Finance and Operations Manager and Jessica Pitscheider a proud Wiradjuri woman, Jessica is the CEO's Executive Assistant and Aboriginal Liaison Officer (RAP Champion). We also have a team of RAP champions which include Deena Hunter Business Development Coordinator, Graham Johnston Stage 6 Maths Teacher, Heath Barlin Teacher on Duty, Kaylene Laidlaw School Administration Officer, Nikki Ghali Student Learning Assistant and Vonette Makedonez Stage 6 English Teacher.

Our RAP Working Group and RAP Champions also consult with and have the support of Aboriginal Staff members, Kattie Young NCCD Administration Officer, Rhonda Ashcroft Student Wellbeing Officer and Kevin Hobson Consulting Psychologist.

**Our RAP team and staff have received both online and face to face formal training on topics such as:**

- The Stolen Generation
- Intergenerational Trauma
- Culturally significant days such as National Reconciliation Week, NAIDOC week, Mabo Day, Sorry Day and Indigenous Children's Day
- Aboriginal History
- The effects of Racism and
- Bush Medicine

**Training on these topics were provided by:**

- Blakworks Employment Solutions
- Reconciliation Australia's Nurraginawali Team
- Local Elders
- Hire First Cultural Safety Training
- Australian Human Rights Commission



# OUR RECONCILIATION ACTION PLAN

Our RAP Teams have engaged in informal discussions with Aboriginal organisations and community members, shaping our approach to achieving our goals. Our internal RAP champions, work closely with the RAP Working Group, established in 2019, ensuring representation and daily efforts towards reconciliation. ET Australia's RAP working group leads by example and ensures our RAP is seen as a shared responsibility which ensure our values and vision for reconciliation is a unified approach for cultural cohesiveness.

ET Australia attends various interagency and consultative group meetings to seek advice from Aboriginal organisations and community members. Our commitment since our first RAP includes implementing cultural awareness training, setting employment targets, organising events for National Reconciliation Week and NAIDOC Week, and developing meaningful relationships with Aboriginal and Torres Strait Islander networks. These efforts have been recognised by Dr. Gordon Reid, MP, a proud Wiradjuri man who has dedicated his time to speak with our staff and students as well as publicly recognising ET Australia's efforts towards reconciliation and highlighting our local impact. Our strengthened relationships have enabled successful recruitment for targeted traineeships, demonstrating our commitment to supporting Aboriginal and Torres Strait Islander employment and mentoring.

One of the challenges we face in implementing and sustaining our RAP is ensuring ongoing staff engagement and prioritisation of its goals. While the RAP provides an excellent framework, its success depends on the commitment and support of our team. Over time, maintaining this engagement requires effort, particularly as staff turnover introduces new members who may not yet understand the RAP's significance or their role in its success. It is vital to continuously support staff to engage in formal training to educate and inspire themselves, connect them with the community, and remind them of the RAP's importance to our shared vision. We also recognise the need to adapt our approaches, introducing fresh initiatives to prevent burnout and keep the journey toward reconciliation dynamic and meaningful. By fostering a culture of collaboration, respect, and shared responsibility, we can ensure our RAP remains a living document that drives real and lasting change.

We view this RAP as a continuing opportunity to build on our previous Innovate RAPs. This RAP will enhance our current embedded initiatives and challenge us to extend what we do further into the community. This RAP aligns with our strategic plan goals to give back to our community and build on our positive workplace culture.

One of this RAPs deliverables is to work with our First Nation stakeholders and seek guidance from Reconciliation Australia resources to train staff as reconciliation advocates within the community. We aim to to spread further awareness to our community about First Nations peoples, and deliver quality services to and with Aboriginal and Torres Strait Islander peoples and communities. ET Australia is dedicated to creating a respectful, welcoming, and culturally competent workplace, influencing our community towards these goals through our continued RAP journey and commitment to Aboriginal employment.



# RELATIONSHIPS

ET Australia values strong relationships with Aboriginal and Torres Strait Islander individuals, organisations, and community groups. Since implementing our first RAP, we have created new partnerships with training organisations, employers, and businesses to recruit students and provide work experience and placement opportunities, aiding their transition into meaningful employment. Partnerships with: Blakworks, Bara Barang Regional Alliance, Mingaletta, The Aboriginal Education Consultive Group (AECG) and Bara Barang enhance our educational programs by integrating knowledge of histories, contemporary issues, and cultures, supporting the reconciliation movement. Through these relationships, we build organisational understanding to support our students, staff, and community, ensuring opportunities for Aboriginal and Torres Strait Islander peoples in the Central Coast region.

## FOCUS AREA: THIS SECTION ALIGNS WITH ET AUSTRALIA'S STRATEGIC GOALS: COMMUNITY AND PARTNERSHIPS AND ORGANISATIONAL CULTURE

| ACTION  | DESCRIPTION   | TIMELINE             | DESCRIPTION   |
|---|---|----------------------|---|
| Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations. | <ul style="list-style-type: none"><li>Continue to meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.</li></ul> | December 2025        | <ul style="list-style-type: none"><li>Lead – Business Development Coordinator</li><li>Supported by – Aboriginal Liaison Officer and RAP Working Group</li></ul> |
|   | <ul style="list-style-type: none"><li>Review and update an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.</li></ul>                               | December 2025        | <ul style="list-style-type: none"><li>Lead – Business Development Coordinator</li><li>Supported by – Aboriginal Liaison Officer and RAP Working Group</li></ul> |
|   | <ul style="list-style-type: none"><li>Establish formal partnership with at least one new Aboriginal and Torres Strait Islander organisations to enhance collaboration.</li></ul>                      | December 2026        | <ul style="list-style-type: none"><li>Lead – Business Development Coordinator</li><li>Supported by – Working Group</li></ul>                                    |
|   | <ul style="list-style-type: none"><li>Offer all traineeship employers we work with the opportunity to utilise Bara Barang mentoring services for their trainees</li></ul>                             | Monthly (2025, 2026) | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: Training officer</li></ul>                                   |



# RELATIONSHIPS

| ACTION  | DESCRIPTION  | TIMELINE                            | DESCRIPTION  |
|---|--|-------------------------------------|--|
| Build relationships through celebrating National Reconciliation Week (NRW). | <ul style="list-style-type: none"><li>Continue to circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.</li></ul>                                      | May (2025, 2026)                    | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: CEO, Deputy Principal, Training College Manager</li></ul>  |
|   | <ul style="list-style-type: none"><li>RAP Working Group members to participate in an external NRW event.</li></ul>   | 27 May-3 June annually (2025, 2026) | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Training College Manager, Deputy Principal, RAP Champions</li></ul>  |
|   | <ul style="list-style-type: none"><li>Encourage and support staff and senior leaders to participate in at least two external event to recognise and celebrate NRW.</li></ul>                   | 27 May-3 June annually (2025, 2026) | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Training College Manager, Deputy Principal, RAP Champions</li></ul>  |
|   | <ul style="list-style-type: none"><li>Organise at least one NRW event each year.</li></ul>   | 27 May-3 June annually (2025, 2026) | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Training College Manager, Deputy Principal, RAP Champions</li></ul>  |
|   | <ul style="list-style-type: none"><li>Register all our NRW events on Reconciliation Australia’s <a href="#">NRW website</a>.</li></ul>   | May (2025,2026)                     | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer/Aboriginal Liaison Officer</li></ul>  |
| Promote reconciliation through our sphere of influence.                     | <ul style="list-style-type: none"><li>Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.</li></ul>                                   | June 2025                           | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: CEO, Deputy Principal, Training College Manager</li></ul>                                 |
|   | <ul style="list-style-type: none"><li>Communicate our commitment to reconciliation publicly.</li></ul>   | May 2025                            | <ul style="list-style-type: none"><li>Lead: Marketing and Communications Manager</li><li>Supported by: CEO</li></ul>   |
|   | <ul style="list-style-type: none"><li>Continue to implement strategies to positively influence our external stakeholders to drive reconciliation outcomes.</li></ul>                           | April 2025                          | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: CEO, RAP Champions</li></ul>  |
|   | <ul style="list-style-type: none"><li>Continue to collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.</li></ul> | June 2025                           | <ul style="list-style-type: none"><li>Lead – Business Development Coordinator</li><li>Supported by – RAP Working Group</li></ul>   |
|   | <ul style="list-style-type: none"><li>Create a Reconciliation Ambassador Program to train staff as reconciliation advocates within the community.</li></ul>                                    | June 2026                           | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: CEO, Deputy Principal, Training College Manager, Finance and Operations Manager</li></ul> |



# RELATIONSHIPS

| ACTION  | DESCRIPTION   | TIMELINE                     | DESCRIPTION   |
|---|---|------------------------------|---|
| Promote reconciliation through our sphere of influence.                 | <ul style="list-style-type: none"><li>Aim to increase understanding of the concept, history and progress of reconciliation by provided resources for students to read during DEAR.</li></ul>                | May 2025, May 2026, May 2027 | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>   |
|   | <ul style="list-style-type: none"><li>Invite stakeholders to our NRW and NAIDOC events to encourage their involvement in reconciliation.</li></ul>  | December 2026                | <ul style="list-style-type: none"><li>Lead: Marketing and Communications Manager</li><li>Supported by: Business Development Coordinator</li></ul>   |
| Promote positive race relations through anti-discrimination strategies. | <ul style="list-style-type: none"><li>Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.</li></ul>                                       | June 2025                    | <ul style="list-style-type: none"><li>Lead: Finance and Operations Manager</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul> |
|   | <ul style="list-style-type: none"><li>Review, update and communicate an anti-discrimination policy for our organisation.</li></ul>  | May 2025                     | <ul style="list-style-type: none"><li>Lead: Finance and Operations Manager</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul> |
|   | <ul style="list-style-type: none"><li>Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.</li></ul> | April 2025                   | <ul style="list-style-type: none"><li>Lead: Finance and Operations Manager</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul> |
|   | <ul style="list-style-type: none"><li>Educate senior leaders on the effects of racism.</li></ul>  | June 2025                    | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer</li></ul>   |
|   | <ul style="list-style-type: none"><li>Provide Secondary College students with the opportunity to build awareness of the diverse (direct, indirect or institutional) experiences of racism.</li></ul>        | February 2026                | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Aboriginal Liaison Officer</li></ul>  |
|   | <ul style="list-style-type: none"><li>Share resources with students that look at different media viewpoints and representations of racism.</li></ul>  | April, May, June, July 2026  | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Aboriginal Liaison Officer</li></ul>  |





# RELATIONSHIPS

| ACTION   | DESCRIPTION  | TIMELINE         | DESCRIPTION   |
|--|--|------------------|---|
| Build on relationships with Aboriginal and Torres Strait Islander peoples in the classroom | <ul style="list-style-type: none"><li>• Seek funding to engage with Aboriginal and Torres Strait Islander peoples to provide cultural immersion opportunities.</li></ul>                                       | May 2025         | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: RAP Working Group</li></ul> |
|  | <ul style="list-style-type: none"><li>• Survey ETASC’s First Nation students to obtain their feedback on how Aboriginal and Torres Strait Islander perspectives are being embedded in the classroom.</li></ul> | June (2025,2026) | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: RAP Working Group</li></ul> |
|  | <ul style="list-style-type: none"><li>• Invite ETASC’s Aboriginal and Torres Strait Islanders students to be speak on First Nation topics in the classroom .</li></ul>   | June 2026        | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: RAP Working Group</li></ul> |

# RESPECT

Inclusivity in education requires valuing and acknowledging the histories, cultures, knowledge, and rights of Aboriginal and Torres Strait Islander peoples. Without respect, meaningful connections and support for Aboriginal communities are hindered, preventing the benefits of such partnerships in teaching and learning. ET Australia recognises and values cultural diversity, committing to incorporating Aboriginal and Torres Strait Islander art and cultures into our physical spaces and integrating their cultural knowledge, histories, and perspectives throughout our activities and curriculum.

**FOCUS AREA:** THIS SECTION ALIGNS WITH ET AUSTRALIA'S STRATEGIC GOALS:  
**HOLISTIC LEARNING & COMMUNITY AND PARTNERSHIPS**





# RESPECT

| ACTION  | DESCRIPTION  | TIMELINE  | DESCRIPTION  |
|---|--|---|--|
| Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning. | <ul style="list-style-type: none"><li>• Conduct a review of cultural learning needs within our organisation.</li></ul>   | April 2025  | <ul style="list-style-type: none"><li>• Lead: CEO</li><li>• Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul> |
|   | <ul style="list-style-type: none"><li>• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.</li></ul>   | April 2025  | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li></ul>  |
|   | <ul style="list-style-type: none"><li>• Review, update and communicate a cultural learning strategy document for our staff.</li></ul>  | July 2025   | <ul style="list-style-type: none"><li>• Lead: CEO</li><li>• Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul> |
|   | <ul style="list-style-type: none"><li>• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.</li></ul>                     | November 2025 and ongoing annually                | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: CEO</li></ul>  |
|   | <ul style="list-style-type: none"><li>• All new ET Australia staff to undertake formal and structured cultural learning during the introduction of their employment and completion of their six-month probation period</li></ul> | June 2025 and ongoing annually.                   | <ul style="list-style-type: none"><li>• Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>• Supported by: CEO</li></ul>   |
|   | <ul style="list-style-type: none"><li>• Promote Blakworks Aboriginal Employment and Cultural Awareness Training services on our website and social media</li></ul>   | June 2025, December 2025, Jan 2026, December 2026 | <ul style="list-style-type: none"><li>• Lead: Marketing and Communications Manager</li><li>• Supported by: Business Development Coordinator</li></ul>                          |
| Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.   | <ul style="list-style-type: none"><li>• Provide training and resources to help staff understand Aboriginal and Torres Strait Islander cultures so they can better support and connect with students</li></ul>                    | May 2025  | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: RAP Working Group</li></ul>  |
|   | <ul style="list-style-type: none"><li>• Continue to Display an Acknowledgment of Country plaque and other appropriate protocols in our office/s or on our buildings.</li></ul>   | April 2025  | <ul style="list-style-type: none"><li>• Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>• Supported by: CEO</li></ul>   |



# RESPECT

| ACTION   | DESCRIPTION  | TIMELINE                                 | DESCRIPTION   |
|--|--|--|---|
| Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.      | <ul style="list-style-type: none"><li>Encourage staff and students to think about what it means to acknowledge Country, and provide everyone the opportunity to do so at meetings and events throughout the year.</li></ul>                              | May 2025                                 | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>   |
|  | <ul style="list-style-type: none"><li>Continue to increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.</li></ul>                             | March 2026                               | <ul style="list-style-type: none"><li>Lead: RAP Champions</li></ul>   |
|  | <ul style="list-style-type: none"><li>Review and update our cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.</li></ul>   | December 2025                            | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: RAP Champions</li></ul>  |
|  | <ul style="list-style-type: none"><li>Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year such as our celebration assemblies and Graduations.</li></ul> | September 2025                           | <ul style="list-style-type: none"><li>Lead: Deputy Principal</li><li>Supported by: RAP Champions, Marketing and Communications Manager</li></ul>  |
|  | <ul style="list-style-type: none"><li>Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.</li></ul>  | March 2026                               | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Training College</li><li>Manager, Deputy Principal</li></ul>  |
| Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week. | <ul style="list-style-type: none"><li>RAP Working Group to participate in two external NAIDOC Week events.</li></ul>   | First week in July annually (2025, 2026) | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: CEO</li></ul>  |
|  | <ul style="list-style-type: none"><li>Evaluate the success of the previous year's engagement numbers and implement strategies to improve staff engagement.</li></ul>   | April 2025                               | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal, RAP Champions</li></ul> |
|  | <ul style="list-style-type: none"><li>Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.</li></ul>  | August 2026                              | <ul style="list-style-type: none"><li>Lead: Finance and Operations Manager</li><li>Supported by: CEO</li></ul>  |



# RESPECT

| ACTION  | DESCRIPTION  | TIMELINE                                 | DESCRIPTION  |
|---|--|--|--|
| Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.                                  | <ul style="list-style-type: none"><li>Promote and encourage participation in external NAIDOC events to all staff.</li></ul>  | First week in July annually (2025, 2026) | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal, Marketing and Communications Manager</li></ul> |
|   | <ul style="list-style-type: none"><li>Seek funding to collaborate with a local Aboriginal artist to custom design NAIDOC week shirts for staff</li></ul>   | January 2027                             | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: CEO, Deputy Principal,</li><li>Training College Manager, Operation and Finance Manager</li></ul>                        |
| Implement Cultural Programs/Groups and Yarning Circles to support cultural exchange and learning among ETASC students.                      | <ul style="list-style-type: none"><li>Continue to meet with the NSW Aboriginal Education Consultative Group (AECG) to guide our program design and delivery</li></ul>  | July 2025                                | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator and RAP Champions</li><li>Supported by: CEO, Deputy Principal, Training College Manager, Operation and Finance Manager</li></ul>              |
|   | <ul style="list-style-type: none"><li>Develop a calendar annually of cultural events that students will participate in to support cultural exchange and learning</li></ul>   | August 2025, January 2026, January 2027  | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Deputy Principal</li></ul>   |
|   | <ul style="list-style-type: none"><li>Provide opportunities annually for First Nations students to share and explore their cultural areas of interest. Open discussions and survey interests such as Didgeridoo, Weaving and Art programs, Yarning Circles and Yulunga games etc. Implement at least 2 of the initiatives annually</li></ul> | July 2025, July 2026, April 2027         | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Deputy Principal</li></ul>   |
| Provide opportunities for staff and students to learn about current issues of importance for Aboriginal and Torres Strait Islander peoples. | <ul style="list-style-type: none"><li>Identify key focus areas for student learning quarterly such as health disparities, education gaps, land rights, cultural heritage protection, and the Uluru Statement from the Heart.</li></ul>   | May 2026                                 | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>  |
|   | <ul style="list-style-type: none"><li>Provide digital resources and reading materials to students to read during DEAR (Drop Everything And Read) and post on the Cultural Hub on Teams for staff to access.</li></ul>  | May and June 2025, May and June 2026     | <ul style="list-style-type: none"><li>Lead: Teacher on Duty</li><li>Supported by: CEO's Executive Assistant/Aboriginal Liaison Officer</li></ul>   |





# RESPECT

| ACTION   | DESCRIPTION  | TIMELINE      | DESCRIPTION  |
|--|--|---------------|--|
| <div>Review, rewrite or change current internal policies to shape and guide all staff to include Aboriginal and Torres Strait Islander peoples and perspectives.</div> | <ul style="list-style-type: none"><li>• Conduct a policy audit to see how our internal school or service practices support initiatives such as Close The Gap and the Indigenous Advancement Strategy</li></ul>                   | January 2027  | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: RAP Working Group</li></ul>              |
|  | <ul style="list-style-type: none"><li>• Form a working group comprising Aboriginal and Torres Strait Islander staff, community members, and other key stakeholders to co-design and guide the policy revision process.</li></ul> | November 2026 | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: Finance and Operations Manager</li></ul> |
|  | <ul style="list-style-type: none"><li>• Use our communication channels to inform staff about the changes, the rationale behind them, and how they align with the organisation’s commitment to reconciliation.</li></ul>          | February 2027 | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: Finance and Operations Manager</li></ul> |

# OPPORTUNITIES

ET Australia is committed to providing sustainable opportunities for Aboriginal and Torres Strait Islander peoples, advocating for equal access to education, employment, and professional development. Through this RAP, we will strengthen existing relationships and engage with more organisations to educate the wider community on the importance of reconciliation and support Aboriginal people in accessing education, employment, and training opportunities.

**FOCUS AREA:** THIS SECTION ALIGNS WITH ET AUSTRALIA'S STRATEGIC GOALS: COMMUNITY AND PARTNERSHIPS, ORGANISATIONAL CULTURE AND SUSTAINABILITY





# OPPORTUNITIES

| ACTION   | DESCRIPTION  | TIMELINE   | DESCRIPTION  |
|--|--|--|--|
| <div>Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.</div> | <ul style="list-style-type: none"><li>Continue to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.</li></ul>  | November 2025<br>September 2025<br>June 2026<br>December 2025<br>June 2026,<br>January 2027<br>June 2025,<br>December 2025<br>December 2025<br>June 2025 | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul>                                   |
|  | <ul style="list-style-type: none"><li>Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.</li></ul>  | Review and monitor progress 6 monthly from April 2025  | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul>                                   |
|  | <ul style="list-style-type: none"><li>Review and update our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.</li></ul>  |  | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal</li></ul>                                   |
|  | <ul style="list-style-type: none"><li>Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.</li></ul>   |  | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal, Business Development Coordinator</li></ul> |
|  | <ul style="list-style-type: none"><li>Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.</li></ul>  |  | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: CEO, Training College Manager, Deputy Principal</li></ul>                                   |
|  | <ul style="list-style-type: none"><li>Distribute internal vacancies to our network of Aboriginal and Torres Strait Islander support organisations and accept direct referrals.</li></ul>   |  | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal, Business Development Coordinator</li></ul> |
|  | <ul style="list-style-type: none"><li>Where appropriate send employment vacancies to likeminded and reconciliation focused organisations to obtain referrals for vacancies to boost employment opportunities for Aboriginal and Torres Strait Islander people before advertising on the open labour market websites e.g seek.com</li></ul> |  | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator Supported by: CEO, Training College Manager, Deputy Principal</li></ul>   |
|  | <ul style="list-style-type: none"><li>Increase the percentage of Aboriginal and Torres Strait Islander staff employed in each of our area of our business to 4.9%.</li></ul>   |  | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: CEO, Training College Manager, Assistant Principal</li></ul>                                |
|  |  |  |  |
|  |  |  |  |



# OPPORTUNITIES

| ACTION  | DESCRIPTION   | TIMELINE             | DESCRIPTION   |
|---|---|----------------------|---|
| Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes. | <ul style="list-style-type: none"><li>Review and update our Aboriginal and Torres Strait Islander procurement strategy.</li></ul>   | January 2026         | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: CEO, Training College Manager, Deputy Principal, Executive Assistant/Aboriginal Liaison Officer</li></ul>                     |
|   | <ul style="list-style-type: none"><li>Continue to utilise Supply Nation as part of our procurement policy</li></ul>   | January 2026         | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer</li></ul>  |
|   | <ul style="list-style-type: none"><li>Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.</li></ul>       | February 2026        | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: CEO, Training College Manager, Deputy Principal, Executive Assistant/Aboriginal Liaison Officer</li></ul>                     |
|   | <ul style="list-style-type: none"><li>Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.</li></ul> | January 2026         | <ul style="list-style-type: none"><li>Lead: RAP Coordinator</li><li>Supported by: CEO, Executive Assistant/Aboriginal Liaison Officer</li></ul>   |
|   | <ul style="list-style-type: none"><li>Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.</li></ul>  | November 2025        | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: CEO, Executive Assistant/Aboriginal Liaison Officer</li></ul>   |
| Increase Aboriginal student retention within ET Australia Secondary College and Training Colleges                   | <ul style="list-style-type: none"><li>Strengthen our partnership with local Aboriginal organisations and businesses by referring our clients, customers and staff.</li></ul>                      | April 2025           | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: CEO, Training College Manager, Deputy Principal</li></ul>  |
|   | <ul style="list-style-type: none"><li>Review personalised learning pathway plans for all Aboriginal student enrolled at ET Australia Secondary College.</li></ul>                                 | April 2025           | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: Student Wellbeing Officer, Deputy Principal and Assistant Principal</li></ul>                |
|   | <ul style="list-style-type: none"><li>Continue to monitor student attendance and offer early intervention for those at risk of disengaging</li></ul>  | Monthly (2025, 2026) | <ul style="list-style-type: none"><li>Lead: Deputy Principal</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Student Wellbeing Officer, Assistant Principal, Deputy Principal</li></ul> |



# OPPORTUNITIES

| ACTION   | DESCRIPTION   | TIMELINE                            | DESCRIPTION   |
|--|---|-------------------------------------|---|
| Increase Aboriginal student retention within ET Australia Secondary College and Training Colleges                      | <ul style="list-style-type: none"><li>Utilise existing, and create new partnerships with local Aboriginal organisations to collaboratively offer additional supports to students</li></ul>  | July 2025, December 2025, June 2026 | <ul style="list-style-type: none"><li>Lead: Business Development Coordinator</li><li>Supported by: CEO, Training College Manager, Deputy Principal</li></ul>                          |
|  | <ul style="list-style-type: none"><li>Continuously review the results of the student exit survey that Aboriginal Students / families to complete if leaving our Secondary College before graduation to provide feedback and allow us to develop strategies for better retention of Aboriginal students.</li></ul> | Monthly (2025, 2026)                | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: Deputy Principal, CEO and Business Development Coordinator</li></ul> |
|  | <ul style="list-style-type: none"><li>Enhance our scholarship program for Aboriginal and Torres Strait Islander students.</li></ul>   | January 2026                        | <ul style="list-style-type: none"><li>Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>Supported by: Deputy Principal, CEO and Business Development Coordinator</li></ul> |
| Include Aboriginal and Torres Strait Islander perspectives into ETASC curriculum planning, development and evaluation. | <ul style="list-style-type: none"><li>Review curriculum documents to identify where Aboriginal and Torres Strait Islander Histories and Cultures cross-curriculum priority is included and where it could be.</li></ul>   | July 2026                           | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>   |
|  | <ul style="list-style-type: none"><li>Engage with the AECG to develop specific learning modules, lesson plans, and resources by that embed cultural knowledge, histories, and perspectives across key subject areas.</li></ul>  | August 2026                         | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: Deputy Principal</li></ul>  |
|  | <ul style="list-style-type: none"><li>Include ongoing evaluation mechanisms, such as student and staff feedback, to ensure the relevance and impact of these materials.</li></ul>   | August 2026                         | <ul style="list-style-type: none"><li>Lead: RAP Champion</li><li>Supported by: CEO's Executive Assistant/Aboriginal Liaison Officer and Deputy Principal</li></ul>                    |



# OPPORTUNITIES

| ACTION   | DESCRIPTION   | TIMELINE                                    | DESCRIPTION  |
|--|---|---|--|
| Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.  | <ul style="list-style-type: none"><li>Maintain Aboriginal and Torres Strait Islander representation on the RWG.</li></ul>   | July 2025, December 2025<br>June 2026       | <ul style="list-style-type: none"><li>Lead: CEO</li></ul>  |
|  | <ul style="list-style-type: none"><li>Establish and apply a Terms of Reference for the RWG.</li></ul>   | December 2025                               | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, RAP Coordinators</li></ul>   |
|  | <ul style="list-style-type: none"><li>Meet at least four times per year to drive and monitor RAP implementation.</li></ul>  | April, June, September, December 2025, 2026 | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: Executive Assistant/Aboriginal Liaison Officer, Training College Manager, Deputy Principal, Marketing and Communications Manager</li></ul> |
|  | <ul style="list-style-type: none"><li>Encourage staff to be involved in the ongoing development and implementation of your RAP through staff development opportunities facilitated by the RAP Working Group.</li></ul>  | January 2026, June 2026, January 2027       | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>  |
| Provide appropriate support for effective implementation of RAP commitments.   | <ul style="list-style-type: none"><li>Define resource needs for RAP implementation.</li></ul>   | November 2025,2026                          | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>  |
|  | <ul style="list-style-type: none"><li>Engage our senior leaders and other staff in the delivery of RAP commitments.</li></ul>   | December 2025, June 2025, December 2026     | <ul style="list-style-type: none"><li>Lead: CEO</li><li>Supported by: CEO's Executive Assistant /Aboriginal Liaison Officer</li></ul>  |
|  | <ul style="list-style-type: none"><li>Define and maintain appropriate systems to track, measure and report on RAP commitments.</li></ul>  | December 2025, 2026                         | <ul style="list-style-type: none"><li>Lead: RAP Champions</li><li>Supported by: RAP Working Group</li></ul>  |
|  | <ul style="list-style-type: none"><li>Appoint and maintain an internal RAP Champion from senior management.</li></ul>   | December 2025,2026                          | <ul style="list-style-type: none"><li>Lead: CEO</li></ul>  |
| Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally. | <ul style="list-style-type: none"><li>Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.</li></ul> | June annually                               | <ul style="list-style-type: none"><li>Lead: RAP Coordinator</li><li>Supported by: CEO, Executive Assistant/Aboriginal Liaison Officer</li></ul>  |



# OPPORTUNITIES

| ACTION  | DESCRIPTION   | TIMELINE                   | DESCRIPTION   |
|---|---|----------------------------|---|
| <div>Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</div> | <ul style="list-style-type: none"><li>• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.</li></ul>    | 1 August annually          | <ul style="list-style-type: none"><li>• Lead: RAP Coordinator</li><li>• Supported by: CEO, Executive Assistant /Aboriginal Liaison Officer</li></ul>                                      |
|   | <ul style="list-style-type: none"><li>• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.</li></ul>                           | September, 2025, 2026      | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: Executive Assistant/Aboriginal Liaison Officer</li></ul>  |
|   | <ul style="list-style-type: none"><li>• Publish an annual RAP impact report to share progress and outcomes with stakeholders and the community.</li></ul> | July annually (2025, 2026) | <ul style="list-style-type: none"><li>• Lead: Marketing and Communications Manager</li><li>• Supported by: CEO, RAP Coordinator, Executive Assistant/Aboriginal Liaison Officer</li></ul> |
|   | <ul style="list-style-type: none"><li>• Participate in Reconciliation Australia’s biennial Workplace RAP Barometer.</li></ul>                             | May 2026                   | <ul style="list-style-type: none"><li>• Lead: RAP Champions</li><li>• Supported by: CEO, Executive Assistant /Aboriginal Liaison Officer</li></ul>  |
|   | <ul style="list-style-type: none"><li>• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.</li></ul>                | January 2027               | <ul style="list-style-type: none"><li>• Lead: RAP Coordinator</li><li>• Supported by: CEO, Executive Assistant /Aboriginal Liaison Officer</li></ul>                                      |
| <div>Continue our reconciliation journey by developing our next RAP.</div>  | <ul style="list-style-type: none"><li>• Register via Reconciliation Australia’s <a href="#">website</a> to begin developing our next RAP.</li></ul>       | June 2026                  | <ul style="list-style-type: none"><li>• Lead: Executive Assistant/Aboriginal Liaison Officer</li><li>• Supported by: CEO, RAP Coordinator</li></ul>                                       |

## CONTACT DETAILS

**Name:** Jessica Pitscheider  
**Position:** CEO’s Executive Assistant and Aboriginal Liaison Officer  
**Phone:** 02 43231233  
**Email:** [Jessica.Pitscheider@etaustralia.com](mailto:Jessica.Pitscheider@etaustralia.com)

