

School Culture

As a school squad, recognise the importance of mutual trust and respect, alongside individual and team development and celebration. We are self-determined learners who proactively seek to improve ourselves and support each other whilst setting high expectations for students' learning, wellbeing and behaviour. Through reflective practice, open discussions and debate, we capitalise on each other's strengths to improve overall performance and wellbeing. By doing everything possible to maximise productivity, including through the use of collective intelligence, we position ourselves to maximise individual and collective wellbeing alongside positive impacts, outputs and outcomes.

Through celebrating diversity, we maximise team synergy, foster high levels of morale, and maximise our school's embedded culture of excellence, mutual support, and "being the best we can be". We embody the slogan of whatever it takes, in all aspects of our work and personal ways of being. We actively encourage professional and personal development, creativity and innovation, and provide a nurturing climate for safe risk taking that benefits learning and life quality. Watching others work, co-planning and the use of evidence-based leadership and management approaches as explained earlier in this document, all serve to enable each person at our school to enjoy being at work and being supported to make positive contributions each day, whilst understanding that when things are tough, others are here for us, as supporters and advocates.

Welcome to Country and Acknowledgement of Traditional Owners and Elders

What is a Welcome to Country?

A **Welcome to Country** is a protocol where Aboriginal or Torres Strait Islander Traditional Owners welcome others to the land of their ancestors. The Welcome to Country ceremony is carried out at significant events and formal functions involving people from other parts of the country or from overseas. This practice shows respect for the Traditional Owners and Elders of a particular area or region.

What is an Acknowledgement of Traditional Owners and Elders?

The **Acknowledgement of Traditional Owners and Elders** differs from a Welcome to Country in that it can be delivered by both Indigenous and non-Indigenous people. This practice demonstrates respect for Aboriginal and Torres Strait Islander cultures and recognises the importance of acknowledging Traditional Owners of the land and/or sea. A master of ceremonies either introduces the Traditional Owner representative to provide a Welcome to Country or makes an Acknowledgement of Traditional Owners and Elders. Other key speakers and participants may wish to take the opportunity to also precede their discussions with an Acknowledgement.

A short pause should be taken after the acknowledgement as a sign of respect, before proceedings continue. An example of an Acknowledgement of Traditional Owners and Elders.

"I would like to respectfully acknowledge the Quandamooka peoples Traditional Owners of the land on which this event is taking place and Elders both past and present."

When is a Welcome to Country required?

A Welcome to Country should be conducted at major public functions. Appropriate functions include government organised, funded and co-funded events such as:

- openings of festivals
- award programs
- conferences
- significant community engagement forums.

A Welcome to Country should be incorporated into events where Aboriginal and Torres Strait Islander issues, programs or services are being promoted *I also recognise those whose ongoing effort to protect and promote Aboriginal and Torres Strait Islander cultures will leave a lasting legacy for future Elders*