



Relationships

We recognise that change cannot happen though working alone. At the heart of The Smith Family's approach to working in community is the way we connect and join up people. Our work fostering relationships helps support improved educational outcomes for Aboriginal and Torres Strait Islander children and young people. We will bring together those with the will and the means to help address deeply entrenched and complex social issues.

As set out in our Guiding Principles for working with Aboriginal and Torres Strait Islander peoples, we seek the involvement, advice and guidance of people with expertise and acknowledge their contribution. Wherever possible, we work on the evidence-based understanding that for sustainable improvement in educational achievement and wellbeing, working together with Aboriginal and/or Torres Strait Islander Elders, respected and recognised Leaders, Parents, Teachers and Community Leaders (among others) will be crucial.



Juliette, who lives in the remote Aboriginal community of Tiwi Islands, participated in the *Experiential Mentoring* and *Outward Bound* programs

The Power and Possibility of Relationships

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
1. Establish appropriate governance mechanisms to support RAP development and implementation	RAP Working Group oversees the development, endorsement and launch of the RAP.	July 2017	Head Policy and Programs/ National Manager Aboriginal Torres Strait Islander Policy
	Review and refresh RAP Governance Model.	October 2017	Head Policy and Programs/ National Manager Aboriginal Torres Strait Islander Policy
	Advisory Group on Issues Concerning Aboriginal and Torres Strait Islander Peoples meets at least three times each year.	February 2018, 2019, 2020 July 2017, 2018, 2019 November 2017, 2018, 2019	CEO
	Ensure there are Aboriginal and Torres Strait Islander peoples on the RAP Working Group.	July 2017, 2018, 2019	Head Policy and Programs
	RAP Working Group meets at least four times per year to monitor and report on RAP implementation.	June 2017, 2018, 2019 September 2017, 2018, 2019 November 2017, 2018, 2019	Head Policy and Programs
	Appoint internal RAP Champion/s from senior leaders and review annually.	July 2017, 2018, 2019	CEO
	Establish Terms of Reference (TOR) for RAP Working Group and review twice in the term of the RAP.	TOR established June 2017 First review of TOR September 2018 Second Review March 2019	Head of Policy and Programs
2. Celebrate National Reconciliation Week (NRW) to strengthen and maintain relationships between Aboriginal and Torres Strait Islander team and other team members	Each State Office and National Office to organise at least two internal NRW events each year (20 held nationally in total).	27 May–3 June 2017, 2018, 2019	Head of State and Territory Operations
	One NRW event per State Office and National Office to involve an Aboriginal and/or Torres Strait Islander community member to connect and share experiences with our team members.	27 May–3 June 2017, 2018, 2019	Head of State and Territory Operations
	Register our NRW events via Reconciliation Australia's NRW website.	May 2017, 2018, 2019	Head of Policy and Programs
	Senior Leaders (Executive, General Managers, National Managers) and RAP Working Group members participate in at least 1 external event to recognise and celebrate NRW.	27 May–3 June 2017, 2018, 2019	Head of Policy and Programs

ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<p>3. Maintain and leverage mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations to support positive outcomes</p>	<p>Develop, implement and annually review an engagement plan to work with our Aboriginal and Torres Strait Islander stakeholders.</p>	<p>December 2017, 2018, 2019</p>	<p>Head of Policy and Programs</p>
	<p>Meet with at least one local Aboriginal and Torres Strait Islander organisation per state or territory to develop guiding principles for future engagement.</p>	<p>September 2017, 2018, 2019</p>	<p>Head of State and Territory Operations</p>
	<p>Develop at least one national formal two-way partnership and one formal partnership per state and territory to build capacity in Aboriginal and Torres Strait Islander organisations and/or communities, relevant to our sphere of influence.</p>	<p>Report in September 2019</p>	<p>Head of Policy and Programs</p>
<p>4. Raise internal and external awareness of our RAP to promote reconciliation across our business and sector</p>	<p>Develop and implement a strategy to communicate our RAP to all internal and external stakeholders.</p>	<p>June 2017, 2018, 2019</p>	<p>Head of Communications</p>
	<p>Promote reconciliation through ongoing active engagement with all stakeholders through annual reporting and twice yearly updates.</p>	<p>July 2017, 2018, 2019</p>	<p>Head of Policy and Programs</p>
	<p>Ensure TSF senior leaders are engaged in the delivery of RAP outcomes and have responsibility for specific areas of RAP delivery.</p>	<p>July 2017, 2018, 2019</p>	<p>CEO</p>
	<p>Promote the Narragunnawali: Reconciliation in Schools and Early Learning program to schools and communities we collaborate with through our website.</p>	<p>August 2017, 2018, 2019</p>	<p>Head of Communications</p>
	<p>Collaborate with Reconciliation Australia to establish a Reconciliation Industry Network Group (RING) for the not-for-profit sector.</p>	<p>July 2017, 2018</p>	<p>National Manager Aboriginal Torres Strait Islander Policy</p>

