



THE GIRLS & BOYS
BRIGADE

RECONCILIATION ACTION PLAN

The Girls & Boys Brigade (GBB) has been delivering recreation, education and care for our children, youth and families since 1882. The aim of The Girls & Boys Brigade's Reconciliation Action Plan (RAP) is to strengthen the relationship between Aboriginal and Torres Strait Islander people and non-Indigenous peoples, for the benefit of everyone. The Reconciliation Action Plan outlined by the GBB focuses on all First Nations families that access the programs of the centre.

The actions within the plan aim to promote reconciliation between the GBB and First Nations people. The GBB, in collaboration with other services and individuals within inner Sydney, aim to create stronger links with First Nations organisations, create greater relationships, as well as being able to offer the best available referrals to key services for the First Nations families of the GBB.

The GBB aims to listen to and learn from all First Nations peoples and organisations associated with the GBB. The Reconciliation Action Plan was developed in consultation and collaboration with all Aboriginal and Torres Strait Islander peoples associated with the GBB at the time of development who expressed interest in contributing their knowledge and insight to the plan and joining the Working Group.

To quote Karen Mundine, Chief Executive Office of Reconciliation Australia and Bundjalung woman from Northern NSW *"Reconciliation isn't a single moment or place in time. It's lots of small, consistent steps, some big strides, and sometimes unfortunate backwards steps ..."*. The GBB is committed to continually taking consistent steps towards reconciliation.

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Reconciliation and The Girls and Boys Brigade

The GBB is located on Gadigal Land. At the GBB we acknowledge the Gadigal people of the Eora Nation, the traditional custodians of the land on which we work, and pay our respect to their Elders past, present and emerging.

Many of the families that currently or have previously accessed the services of the GBB are Aboriginal and/or Torres Strait Islander families. The GBB has a vision to contribute meaningfully towards reconciliation for all Aboriginal and Torres Strait Islander peoples. This includes celebrating and embracing the cultures of Aboriginal and Torres Strait Islander peoples within the identity, culture and programs of the GBB.

The GBB has a vision that empowers Aboriginal and Torres Strait Islander families of the GBB to be in control of all decisions impacting their future. The GBB aims to support the physical, emotional and social empowerment of all First Nations people who access our services through offerings that are culturally appropriate. The GBB aims to listen to and learn from the First Nations families and promote and support their needs for self-determination. For this reason, The GBB supports and encourages Indigenous voices to be involved in all of our work, including the development of our Reconciliation Action Plan.

Through these processes, the GBB hopes to provide the best available service for all First Nations families at the GBB and commit to the continued journey towards reconciliation.

What is a Reconciliation Action Plan?

A Reconciliation Action Plan (RAP) outlines a practical plan of action that contributes to the reconciliation with Aboriginal and Torres Strait Islander peoples for the benefit of everyone.

Purpose of the Girls & Boys Brigade Reconciliation Action Plan

The RAP outlines a practical plan of action for the GBB to commit to, with the aim of reconciling with Aboriginal and Torres Strait Islander peoples for the benefit of everyone involved with the GBB. RAPs provide a structured, nationally recognised, tried and tested model for a workplace to formalise commitments to reconciliation. They help to foster a community of shared values, goals and a

common language when it comes to reconciliation. One of the aims of the RAP at the GBB is to turn desires for reconciliation into strong and positive actions.

Vision for our Reconciliation Action Plan

The GBB's RAP aims to focus on and celebrate the world's oldest continuing culture. The GBB wants to develop its cultural competency and build new relationships with Aboriginal and Torres Strait Islander individuals, families, communities and organisations.

About the GBB

In the heart of Surry Hills, our centre caters to children and youth in need and their families. The GBB provides educational and recreational programs that help our families build life skills, overcome challenges and access empowering opportunities. Through our tailored and holistic approach, the GBB empowers families to build the foundations for success.

Our principles, mission and who we are outlines what we do and why we do it.

Our Mission:

To support children and youth in need by providing educational and recreational activities that build life skills as a foundation to a brighter future.

Who we are:

The GBB is a charity that has been delivering recreation, education and care for children, youth and families in need in the inner city since 1882. Our service targets families, children and youth who experience a wide range of financial, social and educational disadvantage. We are a free service which ensures cost is no barrier to access.

Our Principles:

- We value each child's individuality and unique strengths. We hold their rights and potential as central to our philosophy.
- We celebrate diversity and provide an inclusive program that welcomes children and families from a range of cultural backgrounds and family structures.
- We provide a relationship focused service where children feel connected to each other, the staff and to their local community, as valuable contributors to their environment.
- We believe play is integral to the experience of each child. We also recognise the importance of achievement and belonging, in helping children create their identities as active agents in the world.
- We aim to provide an open and caring space where the principles of Trauma Informed Care underpin our approach to children and families.

Our RAP Actions

In order to achieve the vision for our RAP, the following actions have been outlined for GBB to achieve over the duration of this plan. The GBB is committed to completing the actions below by June 2023:

- Commence all GBB meetings with an acknowledgement of country
- Have all current and future staff complete cultural awareness training
- Have all GBB Directors complete cultural awareness training
- Ensure the GBB is a culturally safe and culturally competent organisation
 - Have signage recognising the traditional custodians of the land of Fairfax house visible upon entry into the building
 - Recognise and/or celebrate important Indigenous dates and events such as; Reconciliation Week, NAIDOC Week and National Aboriginal and Torres Strait Islander Children's Day
 - Ensure at least one holiday program activity focuses on the ongoing culture of First Nations peoples
 - Ensure one staff innovation session per term focuses on the ongoing culture of First Nations peoples and led by a First Nations individual, group or organisation
- Develop strong relationships with surrounding Aboriginal and Torres Strait Islander organisations to provide appropriate and easy to access referral pathways for needed services for our First Nations families
 - Family Support Program to develop organisation referral pathway guidelines for all GBB staff to use when referring a First Nations person to another service
- Integrate RAP actions within the GBB's Strategic Plan
- Make the GBB's RAP available online through the GBB's website
- Hold at least two RAP Working Group meetings each year to monitor and report on the progress and implementation of the RAP
- Report on the progress of the RAP following each RAP Working Group meeting to all GBB staff and Directors
- Report on the RAP progress in each GBB Annual Report

Developed in collaboration with First Nations families at the Girls & Boys Brigade.