

RECONCILIATION ACTION PLAN

REFLECT

June 2026 – June 2027



Meet The Artist



Josephine Siddell, Beryl Mort, Joanne Georgiou & Sue Robertson

I am Josephine Siddell, my mother's side of our family are descendant from Balongap (Thomas River) and Mandoorboornup Country which is on the southern coast of Western Australia, east of Esperance otherwise known as Cape Arid National Park. I respectfully acknowledge that today I live on Whadjuk Noongar Boodjar. I pay my respects to our Elders, from our past, present and into the future.

I personally grieve the loss of Culture and the disconnection to my ancestors' intimate connection to Country. I have a fire within me that burns, that yearns to heal Country and help reconnect our bonds to land, waters, animals, plants and the skies above.

I hope that maybe I can inspire others to reconnect to their Aboriginal Ancestors in ways that help our future generations grow strong in respect and responsibility to Family and Country and Community. I support and advocate for all women's right to raise their children in a safe environment.

I hope that by agreeing to create this RAP artwork that it will be used to engage children, families and educators in respectful yarns about their Country. It was my intention that my painting will be interpreted uniquely through each individual viewers eyes. I hope adults and children can recognise something from their own Country to use as a launchpad into respectful curiosity, appropriate knowledge sharing and collaborative conversation about what you could imagine being added into the spaces between the plants and animals I have painted. It was never up to one person to speak on behalf of all Aboriginal people.

Our stories are so personal that we must only share what we feel safe to share from our own personal history.

*With love and respect
Josephine Siddell
27/10/2025*

Acknowledgment of Country



We acknowledge all Traditional Owners across Western Australia and their Country where Nature Alliance Family Day Care operates its business. We pay our respect to the local Elders past, present and emerging and recognise their wisdom, continued cultural and spiritual connection to their Country and Community to which they belong.

Statement from CEO of Reconciliation Australia

Reconciliation Australia welcomes Nature Alliance Family Daycare Services to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Nature Alliance Family Daycare Services joins a network of more than 2,500 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

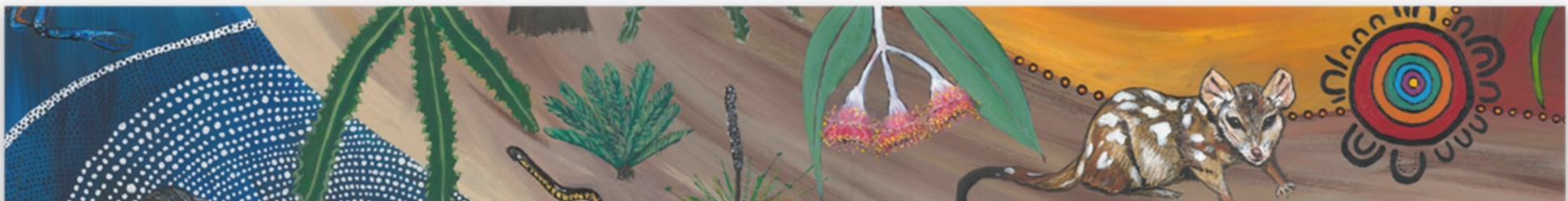
It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Nature Alliance Family Day Care Service to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Nature Alliance Family Daycare Services, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.



*Karen Mundine
Chief Executive Officer
Reconciliation Australia*



About the Artwork



1. This **symbol** represents a meeting point that brings together all Country over the 6 seasons with children, parents, Elders and educators meeting together on common ground to support the learning journey that children deserve.
2. This **child** is curious, full of life and love. They are so ready to learn all about their Country, the rhythms of the seasons and how to navigate challenges in their path with support from their family, friends and educators.
3. **Song lines** and language. The link that connects generations with the knowledge passed down through generations. The links between mobs and the paths that the people before have left us to follow. These dots can be read like braille across the surface, run your eye across your Country, what landmarks are your compass?
4. **Country**, Land, the soil type that is beneath your feet that has a history leading back to the Dreaming. What does your Country look like? Feel like? Smell like? Taste like?
5. **Fresh Water cycles**, wet season, rain, lakes, waterholes, rivers, creeks, estuaries, wetlands. Fresh water can be caught and also flow. Fresh water can run into the sea. What lives in the freshwater? How do we respect our fresh water?
6. **The Oceans**. There are many secrets hidden along our coastlines with the water covering some of our history. We are custodians of our water and the animals that they support. Our oceans breathe as we do and without them, we are lost.

I am not naming the plants or animals as they are known by many different names in all of our language groups. I would love each Family Day Care to talk about their naming words and possibly learn what they are known as from neighbouring mob? Every language has interesting differences for the same meaning.

Message from the Directors of Nature Alliance Family Day Care

'Recognition is the start, action is the future....'



We believe that the connection to country is the foundation to fostering the future of all children. Recognition is the start, action is the future to reconciliation where building strong and respectful relationships, creating opportunities, where all children feel valued, included, and proud of who they are will be our Service goals.

Nature Alliance recognises the rich histories, knowledge, and contributions of Aboriginal and Torres Strait Islander peoples, and we are dedicated to weaving these into our programs, environments, and community connections.

We remain committed to embedding these practices as part of our organisational culture ensuring reconciliation remains a living and evolving practise.

*Sue Robertson & Beryl Mort
Directors
Nature Alliance Family Day Care*



Our Reconciliation Action Plan - Nature Alliance Family Day Care Service Reflect Reconciliation Action Plan [June, 2026] – [June, 2027]

OUR BUSINESS

Nature Alliance Family Day Care is a privately owned Service deeply rooted in the belief that nature-based play is fundamental to children's development. We are dedicated to supporting our Educators in creating high-quality environments where children can thrive and reach their true potential. Our approach fosters a strong connection to nature, believing that outdoor play not only nurtures children's growth but also strengthens their relationship with the land, which is integral to our broader educational philosophy.

As a Service, we operate through a membership model, partnering with 75 Educators who align with our vision and values. The Educators work across a diverse geographical landscape, from North, South and East Metro areas to regional communities (Geraldton, Albany, Denmark, Bunbury, Busselton, Dunsborough, Balingup and Greenbushes) the Goldfields, and the Kimberley. Our office is based in Dunsborough. Our team of nine staff members work collaboratively to support our Educators, ensuring consistency and quality across all locations. While we do not currently have any Aboriginal or Torres Strait Islander staff, we recognise the importance of embedding First Nations people perspectives into our practice and are committed to doing so.

In terms of our organisational structure our staff members are employed directly by Nature Alliance and work in various roles, from administration to Educator support, to ensure the smooth running of our Service. On the other hand, our Educators operate as independent contractors under a membership agreement with Nature Alliance. They provide care and education from their own homes, guided by our philosophy and supported by our resources and professional development opportunities. We operate in alignment with the National Quality Framework the Education and Care Services National Law and the Education and Care Services National Regulations. These standards and regulations underpin our commitment to high-quality early childhood education and care, guiding our practices, policies, and interactions. We are committed to being a child-safe organization, embedding child safety and wellbeing into our leadership, governance, and culture to ensure all children feel safe, valued, and supported in our care.

We have approximately 779 children enrolled across our Service, benefiting from the unique home-based care environment that Family Day Care offers. The personalised and small group setting of Family Day Care allows children to build strong, trusting relationships with their Educators, which is crucial for their emotional and social development.



In terms of engagement with reconciliation initiatives, we are currently exploring opportunities to connect with Reconciliation Australia's Narragunnawali program. We recognise the importance of incorporating Aboriginal and Torres Strait Islander perspectives into our educational practice and are committed to working towards reconciliation within our Service. Nature-based play provides a powerful context for children to connect with Country, fostering a deep appreciation and respect for the land. We aim to embed these values into our curriculum, encouraging children to explore and understand the natural world around them in a way that honours the Traditional Custodians of the land.

Our pedagogical approach is influenced by contemporary research on nature play, which highlights the benefits of outdoor learning for children's physical, cognitive, and emotional well-being. We also draw on Aboriginal and Torres Strait Islander ways of knowing and being, recognising the profound connection that First Nations peoples have with the land. By encouraging children to engage with nature, we hope to inspire a sense of stewardship and a deeper connection to Country, which we see as a vital aspect of reconciliation.

Through ongoing professional development and reflective practice, we support our Educators in incorporating these perspectives into their work. This includes providing provocations and resources that prompt children to think about their relationship with the land and encouraging discussions about the significance of Country in Aboriginal and Torres Strait Islander cultures. We believe that by fostering a strong connection to place, we can help children develop a more personal and meaningful understanding of reconciliation.

Overall, Nature Alliance Family Day Care is committed to creating a Service that not only supports children's development but also contributes to the broader goal of reconciliation. We recognise that this is an ongoing journey, and we are dedicated to working with our Educators, families, and communities to ensure that Aboriginal and Torres Strait Islander perspectives are respected and valued in everything we do.

OUR RAP

Our decision to develop a RAP stems from our belief in education and community engagement to build stronger relationships between First Nations peoples and non-Indigenous Australians. We aim to create an environment where all members of the community — children, families, Educators, and staff — are immersed in and respectful of the rich cultural heritage of the First Nations peoples. By embedding First Nations perspectives into our practices, philosophy, and daily tasks, we aim to foster a community of shared values and mutual respect.

For Nature Alliance, the RAP is not just a document but a roadmap that will guide us in acknowledging and honouring the histories, cultures, and contributions of Aboriginal and Torres Strait Islander peoples. Our RAP will help us ensure that every decision we make is informed by a deep understanding of First Nations cultures, and that we are consciously working towards creating a more inclusive and respectful environment for all.

We are committed to approaching the implementation of our RAP with intention, reflection, and collaboration.

Our strategy includes:

A RAP Working Group (RWG): This group, consisting of Jo Georgiou (RWG 1)– Nature Alliance Manager, Lea Major (RWG 2)- Education Support Officer/Educational Leader, Joy Alder (RWG 3) - Education Support Officer/Educational Leader, Brenda Beets (RWG 4) Education Support Officer, Caitlin Cazaly (RWG 5) - Administration, and Sandra St Jack (RWG 6) – Administration, will lead our reconciliation efforts. They will work closely with Jo Chapman, our RAP Champion, who will be responsible for driving and championing internal engagement and awareness of the RAP across our organisation.

Cultural Competence Training: We recognise that our staff and Educators come from diverse backgrounds with varying levels of knowledge and experience in First Nations cultures.

To ensure a unified approach to reconciliation, we will provide ongoing cultural competence training. This training will help build a deeper understanding of Aboriginal and Torres Strait Islander cultures and support the team in embedding these perspectives into their daily practices.

Internal Assessment and Audit: Before moving forward, we will conduct an internal assessment to identify areas where we can improve our inclusivity and understanding of Aboriginal and Torres Strait Islander cultures. This audit will serve as a baseline for measuring our progress and identifying areas for growth.





Community Consultation: We understand that reconciliation is a journey best taken together. We will engage with local Aboriginal and Torres Strait Islander communities to seek their guidance and input on our RAP. This will help us build meaningful relationships and ensure that our efforts are respectful and culturally appropriate.

Setting Clear Objectives and Actions: Our RAP will outline specific actions and objectives that align with our vision for reconciliation. These will include incorporating First Nations perspectives into our curriculum, implementing acknowledgment protocols, and creating opportunities for children to connect with Country through nature play.

Regular Staff Meetings and Training: Reconciliation will be a standing agenda item at our monthly staff meetings. During these meetings, we will discuss our progress, reflect on challenges and successes, and ensure that all staff members are actively engaged in the RAP. Meeting minutes will be documented and shared internally to keep everyone informed and accountable.

External Collaboration and Partnerships: We will actively seek out partnerships with organisations and individuals who can support our reconciliation efforts. This includes collaborating with local Elders, cultural advisors, and reconciliation-focused organisations to enrich our understanding and practice.

Tracking, Measuring, and Reporting Progress: To ensure transparency and accountability, we will track our progress and report on our achievements regularly. This will help us stay on course and celebrate milestones along the way.

Celebrate Successes: We believe that recognising and celebrating our achievements is an important part of the reconciliation journey. Whether it's through cultural events, staff recognition, or community engagement activities, we will take time to acknowledge the progress we have made and the impact it has on our Service.

As we embark on this journey, we recognise that we are at the beginning, with much to learn and understand. Our initial steps have focused on building awareness within our organisation, acknowledging the varying levels of knowledge and experience among our staff and Educators.

This diversity in understanding is both a challenge and an opportunity, as it allows us to learn from one another and grow together.

We believe that our RAP will be a powerful tool in helping us develop a personal and meaningful connection to reconciliation. By involving all members of our community—children, families, Educators, and staff—we hope to create a shared commitment to reconciliation that extends beyond our Service and into the wider community. Through our RAP, we aim to invite everyone within our sphere of influence to join us on this journey, fostering meaningful relationships with Aboriginal and Torres Strait Islander peoples and contributing to a more just and inclusive society.

In summary, Nature Alliance Family Day Care is dedicated to making reconciliation a central part of our Service. Through our RAP, we will continue to build relationships, respect First Nations cultures, and create opportunities for all Australians to move forward together with a better understanding of the past and a shared commitment to the future.

OUR PARTNERSHIPS/CURRENT ACTIVITIES

At the heart of our Reconciliation Action Plan journey is a commitment to foster understanding, build meaningful relationships, and embed Aboriginal and Torres Strait Islander cultures into our practices. Through thoughtful actions and partnerships, we have taken purposeful steps to support reconciliation, guided by reflection, collaboration, and a deep respect for Australia's First Nations peoples.

Building Cultural Awareness and Understanding:

We have actively sought opportunities to deepen our knowledge and awareness of Aboriginal and Torres Strait Islander cultures:

- **Aboriginal Cultural Awareness Workshop:** This workshop empowered participants to engage with First Nations histories and cultures, translating their learning into daily practices that create positive, lasting change in our community.
- **Be You's "How Do I Engage with First Nations Culture in My Work?" Initiative:** This program encouraged staff to explore ways to incorporate First Nations perspectives in their professional roles.

Professional Development and Insights:

Our participation in webinars and training has been integral to shaping our approach to reconciliation:

- **Closing the Gap Webinar:** Jo Chapman, our RAP Champion, gained valuable insights into reducing inequalities for Aboriginal and Torres Strait Islander peoples, informing our broader reconciliation goals.
- **Sorry Day Webinar:** Lea Major deepened her understanding of Sorry Day's significance and shared her learnings with the team, embedding respectful practices into our Service.
- **Embedding Aboriginal & Torres Strait Islander Perspectives in Family Day Care Webinar:** Jo Georgiou learnt some simple, practical things that Educators can do to embed Aboriginal and Torres Strait Islander ways of knowing and being into their practices. She shared this information with her team and encouraged Educators to complete the training.

Ongoing Engagement and Actions:

To ensure sustainable progress, we have established foundational activities and practices:

- **Resource Development and Sharing:** We have guided Educators in building a resource library that celebrates Aboriginal and Torres Strait Islander cultures, while staff are encouraged to explore these materials for continuous learning.
- **Acknowledgment of Country:** Beginning all meetings and events with an Acknowledgment of Country ensures ongoing recognition and respect for the Traditional Custodians of the land. Educators are supported to adopt this practice in their environments.

- **Cultural Competency in Onboarding:** New staff and Educators receive training on cultural protocols, fostering an inclusive and respectful work environment from the outset.
- **Cultural Events and Celebrations:** Active participation in NAIDOC Week, including the Flag Raising Ceremony and Morning Tea, has deepened our understanding of cultural protocols. Welcomes to Country, such as those by Elder Gloria Hill, have strengthened our connections with the community.

Partnerships and Collaboration:

We are dedicated to building meaningful partnerships with Aboriginal and Torres Strait Islander stakeholders:

- **Stakeholder Identification:** With a focus on regional areas, we are exploring connections in the Metro regions, the Goldfields, and the Kimberley to create mutually beneficial relationships.
- **Guidance from Experts:** Collaborations with leaders such as Jessica Staines and Pamela Chatfield have supported the embedding of First Nations perspectives into Family Day Care practices.
- **Reflecting, Improving, and Documenting Progress.**

Our approach to reconciliation includes regular reflection and transparency:

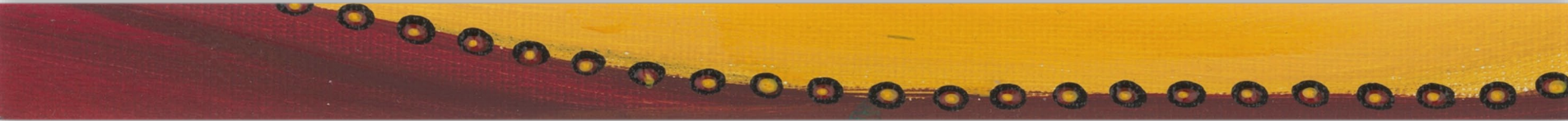
- **Centralised RAP Resources:** A dedicated space for RAP documents ensures updates and progress are accessible to all.
- **Progress Reports and QIP Integration:** Monthly reports and our Quality Improvement Plan (QIP) document our journey, capturing completed tasks, ongoing initiatives, and areas for growth.
- **Regular Staff Reflection:** Team meetings provide a platform for sharing experiences, reflecting on cultural learning, and identifying further opportunities for reconciliation.

Our Vision Moving Forward:

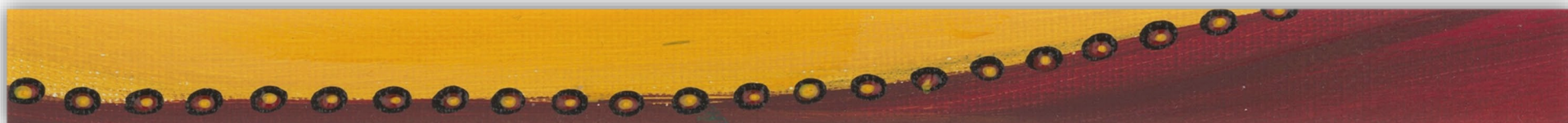
Our reconciliation journey is one of continuous learning, reflection, and action. Through partnerships, training, and ongoing engagement, we aim to contribute meaningfully to reconciliation and create an inclusive environment that celebrates and respects Aboriginal and Torres Strait Islander cultures. We remain committed to embedding these practices as part of our organisational culture, ensuring reconciliation remains a living and evolving practice.

Relationships

Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	<ul style="list-style-type: none"> Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence. 	April 2027	Jo Chapman RAP Champion
	<ul style="list-style-type: none"> Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations. 	October 2026	Education Support Officer (ESO)
2. Build relationships through celebrating National Reconciliation Week (NRW).	<ul style="list-style-type: none"> Circulate Reconciliation Australia’s National Reconciliation Week (NRW) resources and reconciliation materials to our staff. 	May 2027	Administration
	<ul style="list-style-type: none"> RAP Working Group members to participate in an external National Reconciliation Week (NRW) event. 	27 May- 3 June 2027	Education Support Officer
	<ul style="list-style-type: none"> Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate National Reconciliation Week (NRW). 	27 May- 3 June 2027	Education Support Officer Jo Chapman RAP Champion
3. Promote reconciliation through our sphere of influence.	<ul style="list-style-type: none"> Communicate our commitment to reconciliation to all staff. 	July 2026	Administration
	<ul style="list-style-type: none"> Identify external stakeholders that our organisation can engage with on our reconciliation journey. 	October 2026	Jo Chapman RAP Champion,
	<ul style="list-style-type: none"> Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. 	October 2026	Jo Chapman RAP Champion, Jo Georgiou Nature Alliance Manager



4. Promote positive race relations through anti-discrimination strategies.	• Research best practice and policies in areas of race relations and anti-discrimination.	April 2027	Administration
	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	April 2027	Administration
Respect			
Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2026	Jo Georgiou Nature Alliance Manager
	• Conduct a review of cultural learning needs within our organisation.	October 2026	Jo Georgiou Nature Alliance Manager
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	October 2026	Jo Chapman RAP Champion
	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	October 2026	Jo Chapman RAP Champion
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2026	Jo Chapman RAP Champion
	• Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2026	Jo Georgiou Nature Alliance Manager
	• RAP Working Group to participate in an external NAIDOC Week event.	5 th – 12 th July 2026	Education Support Officer



Opportunities			
Action	Deliverable	Timeline	Responsibility
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	<ul style="list-style-type: none"> Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation. 	April 2027	Jo Georgiou Nature Alliance Manager
	<ul style="list-style-type: none"> Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities. 	October 2026	Jo Chapman RAP Champion
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	<ul style="list-style-type: none"> Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses. 	April 2027	Jo Georgiou Nature Alliance Manager
	<ul style="list-style-type: none"> Investigate Supply Nation membership. 	April 2027	Jo Georgiou Nature Alliance Manager
Governance			
Action	Deliverable	Timeline	Responsibility
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	<ul style="list-style-type: none"> Maintain a RWG to govern RAP implementation. 	July 2026	Jo Chapman RAP Champion, ESO
	<ul style="list-style-type: none"> Draft a Terms of Reference for the RWG. 	July 2026	Jo Chapman RAP Champion, ESO
	<ul style="list-style-type: none"> Establish Aboriginal and Torres Strait Islander representation on the RWG. 	October 2026	Jo Chapman RAP Champion, ESO



11. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	July 2026	Jo Chapman RAP Champion, ESO
	• Engage senior leaders in the delivery of RAP commitments.	July 2026	Jo Chapman RAP Champion, ESO
	• Appoint a senior leader to champion our RAP internally.	July 2026	Jo Chapman RAP Champion, ESO
	• Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2026	Jo Chapman RAP Champion, ESO
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• 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.	June annually	Jo Chapman RAP Champion, ESO
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Jo Chapman RAP Champion, ESO
	• Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Jo Chapman RAP Champion, ESO
13. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	April 2027	Jo Chapman RAP Champion, ESO

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