

Reflect Reconciliation Action Plan

(Foundational Stage: June 2025 – June 2027)

At Group Colleges Australia (GCA), reconciliation is more than a statement, it is an ongoing journey of mutual respect, truth-telling, and shared learning.

As a private higher education provider with a proudly diverse community, representing international students from over 10 nations, and an equally diverse academic team, we recognise our unique position to create a cultural dialogue that honours both the First Peoples of this land and the many global cultures that intersect in our classrooms.

We believe our international students are not bystanders to reconciliation, they are essential partners in it. Through education, awareness, and respectful engagement, GCA's "foundational stage" Reflect Reconciliation Action Plan (RAP) fosters opportunities for all GCA students, staff, and leaders to understand and appreciate the rich histories and living cultures of Aboriginal and Torres Strait Islander peoples.

Our Vision for Reconciliation

We envision a reconciled Australia where Aboriginal and Torres Strait Islander peoples are celebrated as the custodians of the world's oldest continuous culture, and where respectful relationships form the foundation of every learning journey.

Our vision is grounded in:

- **Recognition** of the unique status and sovereignty of Aboriginal and Torres Strait Islander peoples
- **Respect** for their wisdom, resilience, and contributions past and present
- **Inclusion** of their voices, perspectives, and knowledge in everything we do

We acknowledge that reconciliation must be led with humility, deep listening, and long-term commitment, and that GCA is at the beginning of this important journey.

Our Commitment

This foundational stage Reflect Reconciliation Action Plan represents GCA's first formal step toward reconciliation. While we are not yet registered with Reconciliation Australia, this plan signals our intent to lay a strong, respectful, and practical foundation. It reflects what we value most - education that transforms lives, strengthens communities, and connects cultures.

We recognise that meaningful reconciliation requires time, cultural learning, and accountability. GCA commits to ensuring its reconciliation actions are not symbolic but guided by respectful consultation and are embedded into the values and operations of the organisation.

Core Focus Areas and Key Actions

The GCA Reflect Reconciliation Action Plan delineates Groups Colleges Australia's commitment to undertaking tangible measures toward reconciliation, specifically concentrating on the following core areas, which are detailed below:

Core Focus Area 1: Collaborative Engagement

Core Focus Area 2: Cultural Esteem

Core Focus Area 3: Educational Empowerment

Through considered reflection, genuine partnership, and decisive action, Groups Colleges Australia endeavours to contribute to a reconciled Australia where First Nations peoples are afforded equitable opportunities for success and self-determination.

This Reconciliation Action Plan represents the first formal step in GCA's reconciliation journey. As an organisation currently at the foundational stage of developing a deeper and more structured approach to reconciliation, we acknowledge that this version is intentionally light in scope, with a view to building out further actions and commitments in future iterations of the RAP.

GCA acknowledges the importance of engaging with Reconciliation Australia and intends to explore future registration of its RAP under the Reflect, Innovate, Stretch, or Elevate framework as the organisation matures in its reconciliation journey.

Core Focus Area 1: Collaborative Engagement

Measures of Success:

- A minimum of 20% staff and 10% student participation in cultural immersion programs annually.
- Increased attendance by staff and students at guest speaker series events by 15% within two years.
- Establishment of initial community contact and engagement activity within 12 months of TEQSA reaccreditation.
- GCA website updated to include a visible Acknowledgement of Country and a statement of reconciliation intent.

Action	Deliverable	Timelines	Responsibility
1. To establish and fortify respectful relationships with Aboriginal and Torres Strait Islander communities, Elders, organisations, and individuals.	a) Establish formal protocols for engaging with Traditional Owners and Aboriginal and Torres Strait Islander Elders, including regular consultations on relevant organisational initiatives.	Within 12 months of RAP endorsement	Head of People and Culture (HoPC), supported by Campus Managers
	b) Develop and implement Memoranda of Understanding (MOUs) with Aboriginal and Torres Strait Islander community organisations to foster mutually beneficial collaborations in areas of education, research, and community development.	First MOU executed within 15 months of RAP endorsement	CEO/CAO in consultation with HoPC
	c) Introduce cultural immersion programs for staff and students, for example, cultural awareness, education on the lands of GCA campuses and hosting events annually featuring Aboriginal and Torres Strait Islander guest speakers, focusing on diverse topics such as culture, history, contemporary issues, and professional achievements.	Commence within 9 months, then annually	HoPC, supported by Campus Managers

Action	Deliverable	Timelines	Responsibility
	d) Initiate engagement with at least one local Aboriginal and Torres Strait Islander organisation in each state it operates (NSW, VIC, SA) to explore initial opportunities for dialogue and partnership.	At least one engagement per state initiated within 12 months	HoPC, supported by Campus Managers

Core Focus Area 2: Cultural Esteem

Measures of Success:

- Positive feedback from students and staff on cultural awareness activities.

Action	Deliverable	Timelines	Responsibility
2. To cultivate a culture of respect for Aboriginal and Torres Strait Islander cultures, histories, and knowledge systems within Groups Colleges Australia.	a) Integrate Aboriginal and Torres Strait Islander cultural celebrations (e.g. NAIDOC Week, National Reconciliation Week) into the annual GCA Cultural and Significant Events calendar with dedicated campus events and activities.	Calendar updates within 3 months of RAP endorsement	HoPC and Campus Managers
	b) Establish a rotating exhibition of Aboriginal and Torres Strait Islander art and multimedia within the GCA's physical and virtual spaces, accompanied by educational resources.	Exhibition program scoped within 12 months; launch within 18 months	Administration and Learning Resources Manager in consultation with Campus Managers
	c) Introduce and embed respectful and meaningful Acknowledgement of Country at all key GCA events and forums (e.g. graduation, orientation, staff conferences), and prominently recognise Aboriginal and Torres Strait Islander peoples on GCA's website.	Guidelines for Acknowledgment of Country developed and distributed within 3 months; implementation at key events by T3/2025 orientation and 2025 graduation; website update within 3 months	Academic Experience Manager, Sales and Marketing Manager in consultation with HoPC

Action	Deliverable	Timelines	Responsibility
	d) Commence with low-barrier awareness-raising activities such as internal communications, digital signage, and curated newsletter content to highlight First Nations contributions and key dates.	Begin rollout within 6 months	HoPC

Core Focus Area 3: Educational Empowerment

Measures of Success:

- Positive feedback from Aboriginal and Torres Strait Islander students on the effectiveness and cultural appropriateness of the orientation program.
- Increase in applications from Aboriginal and Torres Strait Islander prospective students.
- 100% of academic staff to complete the cultural awareness training within 3 months of introduction.

Action	Deliverable	Timelines	Responsibility
3. To cultivate a culture of respect for Aboriginal and Torres Strait Islander cultures, histories, and knowledge systems within Groups Colleges Australia.	a) Expand the existing Aboriginal and Torres Strait Islander Student Scholarship Program, with a minimum of two fully funded scholarships annually for Aboriginal and Torres Strait Islander students across GCA's academic programs.	Announced within 6 months; implemented in next academic intake	CAO, Sales and Marketing Manager and Registrar
	b) Establish a RAP Working Group composed of staff from key academic and professional functions, tasked with overseeing progress and supporting the transition to a more comprehensive Reconciliation Action Plan in line with Reconciliation Australia's frameworks.	Convened within 3 months of RAP endorsement	HoPC and CEO
	c) Design and implement a tailored orientation program for Aboriginal and Torres Strait Islander students that addresses their specific needs and provides culturally appropriate support services.	Framework developed within 9 months; implemented for next intake	Academic Experience Manager in consultation with HoPC
	d) Appoint a dedicated staff member to serve as a liaison for Aboriginal and Torres Strait Islander applicants, guiding them through flexible admission pathways and providing pre-admission support.	Appointment or assignment within 6 months	Registrar in consultation with HoPC

Action	Deliverable	Timelines	Responsibility
	e) Review course and unit outlines to explore opportunities to integrate Aboriginal and Torres Strait Islander perspectives, histories, and knowledge systems.	Desktop review completed within 12 months	CAO, Course Development and Quality Manager, and Academic Programs Director
	f) Identify and implement a cultural awareness training program for staff that includes First Nations cultural understanding and broader cultural responsiveness, aligned with the diverse backgrounds of GCA's international student cohort	Program introduced within 6 months	HoPC
	g) Develop a comprehensive professional development program for academic staff on best practices for integrating First Nations content into teaching and learning.	Program developed within 15 months; rollout over 24 months	Course Development and Quality Manager and HoPC

Governance and Accountability

The Head of People and Culture will serve as the Reconciliation Action Plan Executive Sponsor and oversee delivery, coordination, and reporting.

To ensure accountability and continuous improvement, Groups Colleges Australia shall:

- Establish a Reconciliation Action Plan Working Group composed of staff from key academic and professional functions, tasked with overseeing the progress of the RAP.
- Require active participation of leaders in key reconciliation activities and initiatives, such as cultural awareness training, community engagement events, and Reconciliation Action Plan review processes.
- Timelines and deliverables will be reviewed biannually by the Reconciliation Action Plan Working Group to ensure realistic progress and resource allocation.
- The Reconciliation Action Plan Working Group, through its Chair, will report biannually to the Executive Management Team and advise on implementation, evaluation, and future development of GCA's reconciliation commitments.
- Complete an Annual Progress Report on the implementation of the Reconciliation Action Plan to be presented to the GCA Board of Directors.
- Review the Reconciliation Action Plan every three years to ensure its ongoing relevance and effectiveness.

GCA recognises that reconciliation is not a checklist, but a process of change and relationship-building. This plan is designed to start that process with humility and purpose.