



Working  
towards  
Reconciliation

2021-2022

# A message from our CEO

I acknowledge Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and as the custodians of the land on which Scribbles and Giggles Childcare Centres are located. We recognise the rich and diverse culture of Aboriginal and Torres Strait Islander peoples, and the valuable information the diversity brings to our centres.

This plan highlights our journey to Reconciliation, while focusing on our key focus groups. It will allow us to celebrate and build on current programs, while establishing new partnerships and embedding practices.

I am proud to present Scribbles and Giggles Childcare Centre's Reconciliation Plan, "Working towards Reconciliation" for 2021-2022.

Thank you to our Centre Managers, Educators, Indigenous Officers, Families and our local Community for your input.

*AKhalil*

Anthony Khalil

CEO & Founder of Scribbles and Giggles Childcare Centre



# Our Vision

At Scribbles and Giggles Childcare Centre, our mission is to create an inclusive learning environment for all children. We aim to work closely with families and the local community to overcome any barriers to Inclusion that we may face.

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Peoples of Australia and as the custodians of the land on which we are situated. For this, we are committing ourselves to Reconciliation, to create equal outcomes for all Aboriginal and Torres Strait Islander peoples.

We envision that our journey to Reconciliation will be taken alongside our educators, families and communities. Our Reconciliation Action Plan will guide our journey, while being used to document our progress.

We look forward to sharing this journey with you,

*ajudge*

Alicia Judge

District Inclusion Manager



# The Development



Founder of Scribbles and Giggles Childcare Centres, Anthony Khalil, shared his mission in relation to recognising cultures and the need for Reconciliation across the centres.



Families were invited to provide input on Reconciliation. Families provided input about what they would like to see actively happening in our centres.



Educators gave input on what Reconciliation means to them and their personal philosophy on Reconciliation. Our Indigenous Officer created goals for their centre.



Liaised with NSW Inclusion Agency,  
KU Children's Services



**OUR RECONCILIATION ACTION  
PLAN WAS CREATED**



# Our Focus



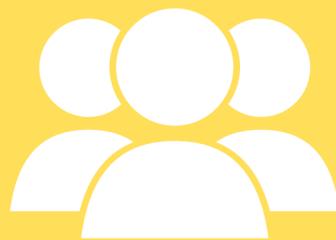
Children



Families



Local Community



Staff

# Families & Community

## Actions

Scribbles and Giggles Childcare Centres will acknowledge, celebrate and participate in NAIDOC Week and Reconciliation Week Celebrations.

### Deliverable:

1. We will plan and celebrate one event per year related to the above weeks.
2. Provide educators with adequate information and resources
3. Provide families with information regarding NAIDOC Week and Reconciliation Week Celebrations to build on their understanding

Timeline:  
June 2022

Scribbles and Giggles Childcare Centres will develop and maintain relationships with Aboriginal and Torres Strait Islander peoples, communities and organisations.

### Deliverable:

1. Develop and implement an engagement plan.
2. Meet with at least one local Aboriginal and Torres Strait Islander organisation.
3. Invite an Aboriginal and Torres Strait Islander Organisation and/or Elder to visit our service.

Timeline:  
August 2021



# Families & Community

## Actions

Scribbles and Giggles Childcare Centres will display Aboriginal and Torres Strait Islander flags on their premises.

### Deliverable:

1. Local MP will be contacted to gift Aboriginal and Torres Strait Islander flags.
2. Community Members and Approved Provider will be invited when flags are being displayed for the first time, as a celebration of our commitment to Reconciliation.

### Timeline:

October 2021

Scribbles and Giggles Childcare Centres will develop policies to support Inclusion and Reconciliation in our service.

1. District Inclusion Manager, Education Manager and Corporate Services Manager will review policies to ensure they represent current practices and centre philosophy.
2. District Inclusion Manager with liaise with Inclusion Professional from KU Children's Services to review policy.
3. Educators and Families will be invited to provide feedback on policies.

### Deliverables

### Timeline:

January 2022



# Children

## Actions

Scribbles and Giggles Childcare Centre will commence with a Acknowledgement of Country before significant events and Group Times.

### Deliverable:

1. Display Acknowledgement of Country in all rooms and communal rooms.
2. Children will practice Acknowledgement of Country on a daily basis.
3. Management and Staff Meetings will be started with our Acknowledgement of Country by District Inclusion Manager, Education Manager or Centre Manager.

### Timeline:

September 2021

Scribbles and Giggles Childcare Centre will educate children and promote inclusive environments of Aboriginal and Torres Strait Islander people.

### Deliverable:

1. Educators will implement our Scribbles and Giggles Childcare Centre Indigenous Program.
2. Educators will embed the 8 ways of learning through our Education Programs.
3. Educators will provide children with further learning opportunities if curiosity is observed.
4. Educators will embed Aboriginal and Torres Strait Islander histories and cultures in all curriculum planning, development and evaluation process.

### Timeline:

September 2021



# Staff

Scribbles and Giggles Childcare Centre will actively monitor Reconciliation Plan development and implementation of actions.

## Deliverable:

1. District Inclusion Manager, Alicia Judge, will meet with Approved Provider, Indigenous Officers and KU Children's Services to review plan twice a year.
2. Regularly reflect on Reconciliation Plan with Educators.
3. Scribbles and Giggles Childcare Centre will extend invitations to provide feedback to the local community, families and staff members.

## Timeline:

May 2022

Scribbles and Giggles Childcare Centre will regularly reflect on cultural competence and provide staff with a range of opportunities to build their capacity.

## Deliverable:

1. Centre Managers will display Professional Development opportunities in the staff room.
2. Children will practice Acknowledgement of Country on a daily basis.

## Timeline:

September 2021





We value and welcome all  
feedback to our  
Reconciliation Action  
Plan.

We look forward to sharing  
our Reconciliation journey  
with you.