



**WINTON SHIRE COUNCIL
RECONCILIATION PLAN
2021-2023**

Our business

Winton Shire Council is a local government in the Outback Statistical Region of Queensland. It forms part of the Central West Local Government Association, and the Remote Area Planning and Development Board (RAPAD). The primary focus of the Winton Shire Council is to encourage growth and provide service to the Winton Shire. Winton Shire Council is the local government responsible for administering the Winton Shire Council operations and encompass a broad range of municipal, community, cultural and visitor services.

The Winton Shire Council employs approximately 111 staff in a variety of full-time, part-time and casual roles across a broad range of disciplines and skill levels. There are approximately 11 indigenous staff members included in the Shire Council workforce.

Winton Shire Council represents local government within the Shire. Four towns make up the Shire of Winton including Middleton, Opalton and Corfield. The Winton Shire is located in Central Western Queensland and covers an area of 53955 square kilometres with a population of 1388.

There are two central office locations, the Winton Shire Council Chambers in Vindex Street, and the Winton Neighbourhood Centre along with the Winton Library and the Waltzing Matilda Centre can be found on Elderslie Street.

Our RAP

The Winton Shire Council is developing RAP to promote harmony and equality in the local community. The Winton Shire has not previously had a Reconciliation Action Plan, and this plan marks the commencement of a journey to improve relations between the local indigenous community and the broader community and to promote inclusion and participation by the local indigenous community in the opportunities that Winton has to offer.

Representatives from the community will be part of the RAP process and participate constructively in the working group towards a plan that is beneficial to both the community at large and our indigenous community.

Council has committed to incorporate the critical outcomes of the Reconciliation Action Plan into the Council's Strategic Planning Framework.

The completion of a Reconciliation Action Plan is an action in the 2019/2020 Operational Plan.

Our partnerships/current activities

Currently, Winton Shire Council works with the local indigenous community and individuals to share and conduct cultural events such as NAIDOC week. Cultural workshops for children such as painting, music and Dreamtime storytelling are delivered to children and young adults via the local schools and the Youth Support Program.

- Redridge Interior employs indigenous artists who travel to deliver workshops in Winton following indigenous protocols and respecting the local artists here in Winton.
- Winton Shire Council delivers community events each year to acknowledge and celebrate NAIDOC week. Indigenous guest speakers, artists and authors have been invited to attend and celebrate Indigenous culture with the local community.

Relationships			
Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	October 2020	CEO/DECD/ NHC
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.		CEO/DECD/ NHC/HR
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	March 2021	NHC Service Providers/ RAP Working Group
	RAP Working Group members to participate in an external NRW event.		NHC Service Providers/ RAP Working Group
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.		NHC Service Providers/ RAP Working Group
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	January 2021	CEO/HR
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.		DECD/NHC
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.		DECD/NHC
4. Promote positive race relations through anti-discrimination strategies.	- Research best practice and policies in areas of race relations and anti-discrimination. - Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions and future needs.	February 2021	CEO/DECD/HR

5. Relationship Actions - to support our reconciliation journey.	• Build partnerships with Aboriginal and Torres Strait Islander peoples and organisations. • Engage our senior leaders in the delivery of RAP outcomes. • Raise external awareness of our RAP. • Raise awareness of/explore opportunities to support the Recognise campaign.	January 2021	CEO/DECD/HR NHC RAP Working Group
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Respect			
Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Investigate and increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	November 2020	DECD/NHC/ Tourism/RAP Working Group
	Conduct a review of cultural learning needs within our organisation.		CEO/DECD/HR
7. 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.	November 2020	CEO/HR/DECD
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.		CEO/DECD/HR
8. 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.	March 2021	DECD/NHC
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	March 2021	DECD/NHC
	RAP Working Group to participate in an external NAIDOC Week event.	July 2021	NHC/RAP Working Group
9. Respect actions to support our reconciliation journey.	- Celebrate/recognise Aboriginal and Torres Strait Islander dates of significance. Council to Fly the Indigenous Flag for NAIDOC Week - Communicate and encourage staff to use Reconciliation Australia's Share Our online Pride tool to all staff.	January 2021	CEO/DECD/ NHC/IT

Opportunities			
Action	Deliverable	Timeline	Responsibility
10. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Investigate Aboriginal and Torres Strait Islander employment within our organisation.	March 2021	CEO/DECD/HR
	Build an understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.		CEO / DECD/HR
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Investigate procurement from Aboriginal and Torres Strait Islander owned businesses.	March 2021	CEO/DECD
	- Investigate Supply Nation membership. https://supplynation.org.au/membership-fees/		CEO/DECO
12. Unique Opportunities - Actions to support our reconciliation journey.	- Investigate Aboriginal and Torres Strait Islander employment pathways (e.g. traineeships or internships). - Support scholarships for Aboriginal and Torres Strait Islander students. - Support Aboriginal and Torres Strait Islander leadership.	March 2021	CEO/DECD/ NHC NHC

Governance			
Action	Deliverable	Timeline	Responsibility
13. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	• Form a Reconciliation Working Group to govern RAP implementation.	January 2021	CEO/DECD RAP Working Group
	• Draft a Terms of Reference for the Reconciliation Working Group.		DECD
	• Establish Aboriginal and Torres Strait Islander representation on the Reconciliation Working Group.		CEO/DECD
14. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	November 2020	CEO/DECD RAP Working Group
	• Engage senior leaders in the delivery of RAP commitments.		CEO/DECD RAP Working Group
	• Define appropriate systems and capability to track, measure and report on RAP commitments.		CEO/DECD RAP Working Group
15. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	April 2021	CEO/DECD RAP Working Group
16. Continue our reconciliation journey by developing our next RAP.	• Register via Reconciliation Australia's website to begin developing our next RAP.	October 2023	CEO/DECD RAP Working Group

Public enquiries regarding the Winton Shire Council Reconciliation Action Plan should contact:

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