



City of  
Wanneroo

# Reconciliation Action Plan 2012-2014



**Reconciliation**  
AUSTRALIA  
RECONCILIATION ACTION PLANS

# Vision

## Our vision for reconciliation

*Reconciliation is the healing journey that builds respect and recognises the uniqueness, equality and rights of Aboriginal and Torres Strait Islander people and all Australians through understanding and accepting the past and working together for a better future.*

## Ngulluk koondaam danjoo

*Danjoo kwabadak koorliny waadiny gworbah djinnanyiny moorditch. Wallak gwabba Aboriginal waa Torres Strait Island Moorts. Ngulluk Australians kadadjiny. Gayah, goorah yacker danjo, gworbah boordah-wann.* ©Doolann-Leisha Eatts: Noongar Translation: *Our vision for reconciliation*

The City of Wanneroo acknowledges that in health, education, employment opportunities quality of life in Wanneroo will require planning to engage with the Aboriginal Torres Strait Islander community in finding solutions and to provide equity of access to opportunities for all of the community.

Reconciliation and the resulting opportunities for respectful sharing of culture, resources, information and planning can be the starting point at a local government level in bridging the equity gap between Aboriginal and Torres Strait Islander people and all Australians.

improvements  
and  
proactive  
and



Local Noongar Elder and City of Wanneroo Reconciliation Action Plan Working Group Chairperson, Oriel Green, holds the 'wanna'.

A 'wanna' is a digging stick used by Aboriginal women and 'roo' is believed to mean 'place of', so the name Wanneroo means 'place of the digging stick'. 2008.113 Donor: Ken Colbung

# Reconciliation

## The Healing Journey



***The City of Wanneroo is committed to building and extending its close relationships with all residents. The City's first Reconciliation Action Plan (2012-14) is part of this commitment.***

It is the outcome of a significant and sincere process of consultation and negotiation with members of the Aboriginal and Torres Strait Islander community.

The process ensures that this plan reflects the desire of the City and the community to work together on the journey of Reconciliation.

The plan identifies key actions to which the City of Wanneroo has committed.

The actions and timeframes follow feedback gained through community consultation, particularly at five community gatherings during Reconciliation Week in 2011 and my thanks go to the 16 community members who served on the Working Group.

This plan is a significant start to an ongoing process of working with the community to show respect, build positive and lasting relationships and create opportunities for our Aboriginal and Torres Strait Islander community members.

This is our first City of Wanneroo Reconciliation Action Plan 2012-2014. 'Our vision for reconciliation'

I invite you to read, reflect and support initiatives that help us to work together towards a stronger community, a community unified through Reconciliation.

A handwritten signature in black ink that reads "Tracey Roberts".

**Tracey Roberts JP**  
**Mayor**

# Our Business

The City of Wanneroo is WA's fastest growing local government authority spanning both urban and rural areas. It is situated in the Northern fringe of the Perth metropolitan area and includes the areas located from the suburbs of Girrawheen and Alexander Heights in the South, to Two Rocks in the North. We service an area of 685 square kilometres, which includes bushland, wetlands, urban and rural areas as well as 32 kilometres of pristine coastline.

# Our Community

In the 2006 Census (Australian Bureau of Statistics(ABS), 2006), the City of Wanneroo was recorded as having a total population of 109,390 residents. As of April 2012 the current estimated population for the City is 163,913 (Forecast. Id). Our population is extremely diverse with 39,250 of the 109,390 residents being born overseas, and of these, 15,504 were from non-English speaking backgrounds (2006 Census).

In the 2006 census identifying the usual place of residence, 1914 of residents or 1.7% of the total population of the City of Wanneroo identified as being of Aboriginal and/or Torres Strait Islander descent (ABS, 2006). This is .2% higher proportion than that of the Perth Statistical Division with 1819 residents identified as being Aboriginal, 61 Torres Strait Islander and 34 as both Aboriginal and Torres Strait Islander descent.

The City employs 895 Employees, with 529 being full time, 222 part time and 144 casual positions. We are an equal opportunity employer and actively seek opportunities to create a diverse workforce, which is reflective of our very culturally diverse community.

The City of Wanneroo maintains a strong community and cultural development role in the delivery of local government services. The City's Strategic Plan, built on four pillars - Environment, Social, Economic and Governance, addresses the needs of a population diverse in age and cultural backgrounds.



# Our Reconciliation Action Plan



*Some of the members of the City's RAP Working Group 2011-2012.*

In 2010 Council resolved to develop a RECONCILIATION ACTION PLAN, a national initiative which began in recognition of the 1967 referendum for Aboriginal people. This commitment by the City has resulted in activities such as cross cultural awareness training for Elected Members and senior staff, community consultation and the formation of a working group to develop a RECONCILIATION ACTION PLAN.

The RAP Working Group, representing a wealth of experience and local knowledge is drawn from Aboriginal and Torres Strait Islander people, other community groups and Elected Members of Council. Acknowledging the Traditional Owners of the Wanneroo area, the Wadjuk people, is a mark of respect for the roots of a modern day Wanneroo community.

*Members of the RAP Working Group at an early workshop.*



**FOCUS AREA:  
COMMITMENT,  
PROTOCOLS AND  
ENGAGEMENT**

# Relationships

*Respectful relationships between Aboriginal and Torres Strait Islander peoples and all Australians are important to our organisation and its core business activities to guide and strengthen decision-making, communication and community engagement, promoting equity of access for all of community.*

ACTION	RESPONSIBILITY	TIMELINE*	MEASURABLE TARGETS
<p>The City will establish and facilitate a Reconciliation Action Plan Working Group comprised of Aboriginal and Torres Strait Islander community members, employees and Council representatives to support the development, implementation and review of the City Reconciliation Action Plan.</p>	Community Capacity Building	May 2011 Reconciliation Week	Five community gatherings to be held to educate, promote and consult with community on the RAP, and opportunity to be on working group.
	Governance and Executive Services & Community Capacity Building	June 2011	Call for nominations for at least 10 community members to be promoted widely throughout the community within the City of Wanneroo.
	Community Capacity Building and Executive Services	July 2011	Nominations to be submitted to Council for endorsement. Membership will be comprised of at least 10 Community members, two Councillors and two Administration staff.
	Community Capacity Building	August 2011 – June 2012	Working Group to meet initially once a month until first RAP endorsed through Council and Reconciliation Australia.
	Community Capacity Building and the RAP Working Group.	June 2012 – June 2014	Ongoing occurrence of meetings to be negotiated with administration and working group members, with a minimum of four meetings in year until 2014.

\* Please note part or all of these actions were completed during the consultation and development phase of the RAP.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>– The Aboriginal &amp; Torres Strait Islander flags to be displayed in the Council Chambers.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>– 1 October 2012</li> </ul>	<ul style="list-style-type: none"> <li>– Flags on display in Council Chambers during Citizenship ceremonies and Council meetings.</li> </ul>
<ul style="list-style-type: none"> <li>– The Aboriginal &amp; Torres Strait Islander flags displayed outside the Civic Centre.</li> </ul>	<ul style="list-style-type: none"> <li>– Infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>– 31 August 2013</li> </ul>	<ul style="list-style-type: none"> <li>– Flagpoles installed and flags on display outside Civic Centre to be listed for budget 2013-2014.</li> </ul>
<ul style="list-style-type: none"> <li>– The City will use "Aboriginal &amp; Torres Strait Islander" terminology in formal documentation.</li> </ul>	<ul style="list-style-type: none"> <li>– Communications &amp; Events Governance and Executive Services Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>– 1 July 2012</li> </ul>	<ul style="list-style-type: none"> <li>– Staff training in report writing; Website, Council reports and other publications. Information provided to new staff in their inductions, verbally or print materials. Administration Guidelines 'How to' will be amended to reflect the terminology.</li> </ul>
<ul style="list-style-type: none"> <li>– Information brochures are to be developed and made available to children and adults at Citizenship Ceremonies on a history of the Aboriginal &amp; Torres Strait Islander people and on the relevance of the Commonwealth, State, City of Wanneroo and Aboriginal &amp; Torres Strait Islander Flags.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building Communications &amp; Events</li> </ul>	<ul style="list-style-type: none"> <li>– 4 December 2012</li> </ul>	<ul style="list-style-type: none"> <li>– Brochure information is researched, produced, and made available at Citizenship Ceremonies and on other occasions.</li> </ul>
<ul style="list-style-type: none"> <li>– The City will review the City of Wanneroo Bereavement Policy recognising Elders/ Traditional Owners within the area of Wanneroo.</li> </ul>	<ul style="list-style-type: none"> <li>– Governance and Executive Services Communications &amp; Events</li> </ul>	<ul style="list-style-type: none"> <li>– 1 December 2013</li> </ul>	<ul style="list-style-type: none"> <li>– The City will adopt the revised Bereavement policy on recommendations of the RAP Working Group.</li> </ul>
<ul style="list-style-type: none"> <li>– Celebrate National Reconciliation Week by holding one event for community members and City of Wanneroo staff which will provide the opportunity for relationship building amongst Aboriginal and Torres Strait Islander and all employees and community members.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building &amp; RAP Working Group</li> </ul>	<ul style="list-style-type: none"> <li>– 30 June 2013</li> </ul>	<ul style="list-style-type: none"> <li>– The City will conduct at least one annual event involving community and staff to celebrate and acknowledge Aboriginal &amp; Torres Strait Islander culture and community. This event will provide the opportunity for staff and community members to build connections and relationship.</li> </ul>



ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>The RAP Working Group and the City will encourage the local community to care for cultural sites and nominate the sites for inclusion in the Department of Indigenous Affairs inventory.</li> </ul>	<ul style="list-style-type: none"> <li>RAP Working Group, Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>3 July 2013</li> </ul>	<ul style="list-style-type: none"> <li>In conjunction with annual NAIDOC events, the City will prepare a display of cultural sites, and will provide information on the process of nominations of new sites to the Department of Indigenous Affairs.</li> </ul>
<ul style="list-style-type: none"> <li>The City will encourage the community to seek representation on Council, its working groups and committees and other representative positions.</li> </ul>	<ul style="list-style-type: none"> <li>Executive Services</li> <li>Executive Services</li> </ul>	<ul style="list-style-type: none"> <li>31 August 2013</li> <li>10 November 2013</li> </ul>	<ul style="list-style-type: none"> <li>References will be included in all Candidate Information Sessions prior to every municipal election in October in an election year, that Council encourages nominations from a diverse range of people and groups, including Aboriginal and Torres Strait Islander people.</li> <li>In addition, when Council seeks nominations from Wanneroo residents for representation on the City Committees and Working Groups, references will be included in the advert that Council encourages nominations from a diverse range of people and groups, including Aboriginal and Torres Strait Islander people.</li> </ul>





Partnerships

**FOCUS AREA: STAFF CULTURAL TRAINING AND VISIBLE RECOGNITION OF ABORIGINAL AND TORRES STRAIT ISLANDER HISTORIES AND CULTURES.**

# Respect

*Respect for Aboriginal and Torres Strait Islander peoples and all Australians culture, land and history is important to our organisation and its core business activities because it creates the basis for local government knowledge and decisions concerning heritage issues, community planning, environmental planning, cultural development, community programs and governance. Respect must be the foundation for any positive, successful interaction between people irrespective of ethnicity, culture, political or religious beliefs.*

ACTION	RESPONSIBILITY	TIMELINE*	MEASURABLE TARGETS
Review and implement the Welcome to Country and Acknowledgement of Traditional Owners Protocols Policy and provide education and training of staff who will be responsible for adhering to policy to enable a shared understanding of the meaning behind the ceremony.	Community Capacity Building	30 November 2012	The City will adopt the revised Welcome to Country and Acknowledgement of Traditional Owners Protocols Policy on recommendation of the RAP Working Group.
	Community Capacity Building	February 2013	The City will hold at least one training seminar educating staff on the policy and meaning behind the ceremony. Where possible, members of the RAP working group will be asked if they are willing to participate in this information sharing.
Hold two Aboriginal and Torres Strait Islander cultural awareness/education sessions with the City of Wanneroo Chief Executive Officer (1) Directors (5) Managers (16) the Mayor (1) and Councillors (14).	Human Resources and Community Capacity Building	April 2011	Two Cultural awareness and education sessions would have been held with City Managers and Directors, and Mayor and Councillors.  Review sessions, for future investigation into the possibility of extending opportunity to all staff.

\* Please note part or all of these actions were completed during the consultation and development phase of the RAP.

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>– Celebration of NAIDOC Week: to hold one NAIDOC week event in 2012, 2013 and 2014 in which staff and community can come together to share and celebrate the achievements and importance of Aboriginal and Torres Strait Islander culture and community.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>– July 2012/ July 2013/July 2014</li> </ul>	<ul style="list-style-type: none"> <li>– Staff, community members/groups and the RAP Working Group will work together to plan, implement and review one annual NAIDOC week event for the City of Wanneroo.</li> </ul>
<ul style="list-style-type: none"> <li>– Promoting the teaching of Noongar Language and Culture.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>– 1 December 2012</li> </ul>	<ul style="list-style-type: none"> <li>– The City's Library Service will display a listing of language providers.</li> </ul>
<ul style="list-style-type: none"> <li>– To promote opportunities for cultural sharing, the City will assist the community to develop displays and other media for use in the wider community.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>– 1 July 2013</li> </ul>	<ul style="list-style-type: none"> <li>– The City will annually demonstrate how a display can be prepared for NAIDOC celebrations.</li> </ul>
<ul style="list-style-type: none"> <li>– The City respectfully acknowledges the Traditional Owners through its Welcome to Country Protocols Policy in a variety of events, media activities and promotions.</li> </ul>	<ul style="list-style-type: none"> <li>– Communications &amp; Events</li> </ul>	<ul style="list-style-type: none"> <li>– 30 November 2012</li> </ul>	<ul style="list-style-type: none"> <li>– The City will adopt the revised Welcome to Country Protocols Policy on recommendations of the RAP Working Group.</li> </ul>
<ul style="list-style-type: none"> <li>– The City supports the promotion of the Yaberoo Budjara trail.</li> </ul>	<ul style="list-style-type: none"> <li>– Community Capacity Building &amp; Community Programs &amp; RAP Working Group</li> </ul>	<ul style="list-style-type: none"> <li>– 1 quarter 2013</li> </ul>	<ul style="list-style-type: none"> <li>– To include in an annual event the promotion of the historical and cultural significance of the local area, including the Yaberoo Budjara trail.</li> </ul>



# Yaberoo Budjara trail

ACTION	RESPONSIBILITY	TIMELINE*	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>History and information will be made available on the role of Aboriginal &amp; Torres Strait Islander people in Wanneroo.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building &amp; RAP Working Group</li> <li>Community Capacity Building</li> <li>Community Capacity Building</li> <li>Community Capacity Building</li> <li>Community Capacity Building</li> <li>Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>June 2010</li> <li>November 2010</li> <li>September 2011</li> <li>1 September 2012</li> <li>1 March 2013</li> <li>1 September 2012</li> <li>1 December 2012</li> </ul>	<ul style="list-style-type: none"> <li>Aboriginal Consultant supplied report undertaken on Aboriginal families and individuals in Wanneroo as guiding document for the preparation of plaques for the Aboriginal section of the Walls of Honour in Bert Tognio Park. "Walls of Honour" path created and plaques installed.</li> <li>Plaque wording agreed by City of Wanneroo and sent for production.</li> <li>Posts with plaques installed for Aboriginal section of the Walls of Honour.</li> <li>Written information about significant events and sites to be held in the City's Community History collection.</li> <li>Information will be provided at the Wanneroo Regional Museum, Cockman &amp; Buckingham Houses.</li> <li>Book lists of Aboriginal and Torres Strait Islander items in the City's Library collection to be available at all Libraries.</li> <li>Children's discovery packs of Noongar resources available at City of Wanneroo Libraries.</li> </ul>
<ul style="list-style-type: none"> <li>Place names are displayed and acknowledged in both English and Noongar language with historical content if possible within the City. The community will assist the City in the identification and use of Aboriginal and Torres Strait Islander names, within the naming requirements of the State Government.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building and Infrastructure Projects</li> </ul>	<ul style="list-style-type: none"> <li>31 December 2014</li> </ul>	<ul style="list-style-type: none"> <li>In 2014 the City will create at least one entry statement (signage) into the City of Wanneroo featuring Noongar language.</li> </ul>
<ul style="list-style-type: none"> <li>Conduct workshops to inform children of the cultural and traditional life of Aboriginal &amp; Torres Strait Islander communities. The community will identify and provide aspects of traditional life for inclusion in museum and Library displays, activities and special events including NAIDOC week.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building &amp; RAP Working Group</li> </ul>	<ul style="list-style-type: none"> <li>1 July 2013</li> </ul>	<ul style="list-style-type: none"> <li>City events such as education programs, children's book week, where possible, will capture Noongar themes and words for young children.</li> </ul>
<ul style="list-style-type: none"> <li>Camps are organised for Aboriginal and Torres Strait Islander children.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building &amp; Community Programs &amp; Services</li> </ul>	<ul style="list-style-type: none"> <li>1 September 2014</li> </ul>	<ul style="list-style-type: none"> <li>The City will support the community in obtaining grant funding for Aboriginal and Torres Strait Islander specific Youth camps and activities.</li> </ul>

\* Please note part or all of these actions were completed during the consultation and development phase of the RAP.



Project

**FOCUS AREA:  
INCLUSION,  
EMPLOYMENT AND  
DEVELOPMENT.**

# Opportunities

*Opportunities for Aboriginal and Torres Strait Islander peoples and all Australians are important to our organisation and its core business activities in order to reduce inequities in employment of Aboriginal and Torres Strait Islander peoples, to assist in mentoring business skills and to form partnerships to encourage education, cadetships and traineeships in the workforce in Wanneroo.*

ACTION	RESPONSIBILITY	TIMELINE*	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>Initiate discussion and progress towards increasing opportunities within the City of Wanneroo to increase Aboriginal and Torres Strait Islander employment.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building and Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>April 2011</li> <li>May 2011</li> <li>30 June 2013</li> </ul>	<ul style="list-style-type: none"> <li>Two Community Links staff to attend Indigenous Employment and Training program and provide overview of key learnings and opportunities to Human Resources.</li> <li>Obtain baseline data on the current number of people within the City of Wanneroo identified as being an Aboriginal and/or Torres Strait Islander person.</li> <li>Progress discussions with Human Resources and Manager of Community Capacity Building, on the development of an Aboriginal and Torres Strait Islander Employment Strategy to be included in next RAP after 2014.</li> </ul>

\* Please note part or all of these actions were completed during the consultation and development phase of the RAP.

ACTION	RESPONSIBILITY	TIMELINE*	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>Utilising and investigating availability of local Aboriginal and Torres Strait Islander suppliers.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>May 2011</li> </ul>	<ul style="list-style-type: none"> <li>Investigate opportunities to utilise Aboriginal catering services to cater for Community Gatherings in May 2011.</li> </ul>
	<ul style="list-style-type: none"> <li>Community Capacity Building</li> <li>Business Development</li> </ul>	<ul style="list-style-type: none"> <li>October 2011</li> </ul>	<ul style="list-style-type: none"> <li>Have a representative from the City's Economic Development Team attend a RAP Working Group meeting to:               <ol style="list-style-type: none"> <li>Advise of their role supporting local businesses</li> <li>Seek advice on how they can promote their service to the Aboriginal and Torres Strait Islander Community.</li> <li>Advise of opportunity for local Aboriginal and Torres Strait Islander companies to advertise their business within a brochure being produced in 2012.</li> </ol> </li> </ul>
	<ul style="list-style-type: none"> <li>Community Capacity Building &amp; Finance.</li> </ul>	<ul style="list-style-type: none"> <li>30 September 2013</li> </ul>	<ul style="list-style-type: none"> <li>A meeting will be held between Community Links and the City's Purchasing Officer to investigate the opportunity to become a member of the Australian Indigenous Minority Supplier Council.</li> </ul>
<ul style="list-style-type: none"> <li>Recognise academic excellence of Aboriginal and Torres Strait Islander students.</li> </ul>	<ul style="list-style-type: none"> <li>Human Resources</li> </ul>	<ul style="list-style-type: none"> <li>31 July 2012</li> </ul>	<ul style="list-style-type: none"> <li>An Aboriginal and Torres Strait Islander Traineeship scheme in the City of Wanneroo workplace to be implemented.</li> </ul>
	<ul style="list-style-type: none"> <li>Communications &amp; Events</li> </ul>	<ul style="list-style-type: none"> <li>31 July 2013</li> </ul>	<ul style="list-style-type: none"> <li>The City will investigate the creation of a scholarship and awards to encourage further education and celebrate the achievements of Aboriginal and Torres Strait Islander students.</li> </ul>
<ul style="list-style-type: none"> <li>Encourage the development of music/dance, art and other cultural activities.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building &amp; RAP Working Group</li> </ul>	<ul style="list-style-type: none"> <li>31 March 2013 and 31 March 2014</li> </ul>	<ul style="list-style-type: none"> <li>The City will promote the availability of cultural activities and classes through its services and activities.</li> </ul>
<ul style="list-style-type: none"> <li>Work with the community to plan for the development of an Aboriginal Cultural Centre.</li> </ul>	<ul style="list-style-type: none"> <li>Community Program and Services &amp; City Growth</li> </ul>	<ul style="list-style-type: none"> <li>30 June 2014</li> </ul>	<ul style="list-style-type: none"> <li>The City will provide advice to the community in its plans for the development of a cultural centre.</li> </ul>

\* Please note part or all of these actions were completed during the consultation and development phase of the RAP.

## Tracking progress and reporting

ACTION	RESPONSIBILITY	TIMELINE	MEASURABLE TARGETS
<ul style="list-style-type: none"> <li>Report achievements, challenges and learning to Reconciliation Australia for inclusion in the Annual Impact Measurement Report.</li> </ul>	<ul style="list-style-type: none"> <li>Community Capacity Building</li> </ul>	<ul style="list-style-type: none"> <li>31 July 2013 and 31 July 2014</li> </ul>	<ul style="list-style-type: none"> <li>RAP progress is reported each year in the City's annual report and to Reconciliation Australia.</li> </ul>

The City of Wanneroo thanks and recognises the members of the RAP Working Group for their contributions and input on the journey to reconciliation at the City of Wanneroo.

Mrs Oriel Green (Chair)  
Ms Charmaine Walley  
Ms Lois May  
Miss Kristy Brittain  
Ms Abigail Ware  
Ms Traudl Tan

Mrs Melanie King  
Mr James Spurgeon  
Mr Wesley Sibosado  
Ms Judith Birchall  
Ms Tara Hill  
Mrs Trish Botha  
Ms Cetana Colbung

Ms Kadambii Barnao  
Ms Scilla Wordsworth  
Mrs Glynis Monks  
Cr Laura Gray  
Cr Denis Hayden  
Cr Stuart Mackenzie

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**Artwork**

The artwork used in this plan is a painting which has been provided with permission by the RAP Working Group, who created it during their team building workshop.