



Preston Campbell, "King of the Kids", in Pormpuraaw, North Queensland



NRL Reconciliation Action Plan



Reconciliation Australia
RECONCILIATION ACTION PLANS

Message from the Chief Executive Officers

Rugby League is a sport for everyone and from its earliest days it has developed a proud association with Indigenous athletes.

George Green is recognised as the first Indigenous rugby league player, beginning his career with Eastern Suburbs in 1909. He would become the first in a line of talented Indigenous athletes that has carried on for generations.

As League enters its Centenary year there can be no doubting the contribution that has been made by champions such as Arthur Beetson, Eric Simms, Larry Corowa, Steve Renouf, Nathan Blacklock, Mal Meninga and Anthony Mundine to name just a few.

Today the likes of Matty Bowen, Johnathan Thurston and Greg Inglis are among the 11% of NRL players who proudly boast Indigenous heritage. A sense of the opportunities created through Rugby League is underlined when one considers that Indigenous Australians account for under 3% of Australia's wider population.

This Reconciliation Action Plan is a formal recognition of the support that is extended to Indigenous communities by NRL clubs and players and the various arms of the game. It will be monitored by a newly established Reconciliation Action Plan Management Group and will be publicly reported on an annual basis.

As well as providing direct material assistance to Indigenous communities, the game's peak bodies are working in partnership with Reconciliation Australia to keep this RAP alive and ensure it assists in the wider goal of building understanding and positive relationships between Indigenous and non-Indigenous Australians, in the spirit of reconciliation.

This Reconciliation Action Plan is a practical commitment to build on, expand and be accountable to those activities the game is involved in every day, activities that demonstrate the key messages of reconciliation: respect for difference, cultural understanding, role models for success, showing young Indigenous people how dreams can be realised.

It is a dream to be shared by all Australians.

David Gallop
Chief Executive Officer
National Rugby League
January 2008



Geoff Carr
Chief Executive Officer
Australian Rugby League
February 2008



- ① A game for girls as well....
- ② Leah Purcell singing National Anthem before Reconciliation Cup 2007.
- ③ Germaine Paulson and Shannon Hegarty on ARMtour.
- ④ Daniel Wagon in Ti Tree (Northern Territory).
- ⑤ Johnathan Thurston with the Inaugural Reconciliation Cup, 2007.
- ⑥ Dustin Cooper and Mates.
- ⑦ Dean Widders and Rugby Leagues in Armidale.
- ⑧ Carl Webb with kids from Palm Island.
- ⑨ Joey Williams goes back to school on ARMtour in Papunya.

NRL Reconciliation Initiatives

TASKS	RESPONSIBILITY	TIMELINE	PERFORMANCE INDICATOR
RECONCILIATION ACTION AREA 1: Community consultation			
In partnership with the Australian Rugby League (ARL) develop an Indigenous Rugby League Council consisting of community and game representatives to provide advice and recommendations on game development and other matters of importance to the Indigenous community.	ARL	December 2007 and ongoing	First meeting of Indigenous Rugby League Council by December 2007.
Develop an Indigenous Players Reference Group to voice the issues and concerns of current players to the Indigenous Rugby League Council and the National Rugby League (NRL) Education and Welfare Committee.	NRL Education and Welfare	December 2007 April 2008	Reference Group formed. First meeting of Reference Group.
NRL and ARL to work in partnership with the Australian Sports Commission's Indigenous Sports Program to ensure all arms of the game are maximising sustainable outcomes that meet Indigenous local need and build community capacity.	NRL Strategy and Planning and ARL Development	December 2007 and ongoing	Partnership with Indigenous Sports Program developed.
Respect local protocols in working with Indigenous communities as a means of establishing and maintaining productive working relationships with Indigenous communities.	NRL and ARL	Ongoing	Feedback from Indigenous Players Reference Group and local Indigenous communities reviewed annually.

TASKS	RESPONSIBILITY	TIMELINE	PERFORMANCE INDICATOR
RECONCILIATION ACTION AREA 2: Cultural Recognition and Awareness			
Celebrate the Indigenous contribution to the game in partnership with Reconciliation Australia by staging the Reconciliation Cup as a calendared event in the game's Centenary Year and the following year's celebration of the first Indigenous player in the game in 1909.	NRL	Commence May 2007 and ongoing. Review 2009	Reconciliation Cup held May 2007 and in 2008 & 2009. Reconciliation Cup reviewed.
Continue providing cultural awareness training at the annual Rookie Camp in partnership with the Indigenous Sports Program and include it as formal part the training for all newly-contracted NRL players.	NRL Education and Development	Commence January 2008	All NRL players to complete cultural awareness training. Numbers of players to have completed training reported on annually.
Deliver cultural awareness training to all players in the new National Youth Competition (Toyota Cup) commencing in 2008	NRL Education and Welfare	Commence January 2008	All players in the National Youth Competition to complete cultural awareness training. Target 2008 – 400 players Target - 200 players annually.
In partnership with ARL Development promote and make available cultural awareness training to all development officers	NRL Education & welfare & ARL Development	Commence March 2008	All development officers to attend cultural awareness training. Numbers reported on annually.
In partnership with ARL Development promote and make available cultural awareness training as a part of coach, officials and volunteer development programs.	NRL Education & welfare & ARL Development	Commence March 2008	Pilot inclusion of cultural awareness training in accredited qualifications in 2008 with a view to making it compulsory from 2009.
In partnership with ARL Development promote and make available cultural awareness training to all development officers	NRL & ARL	Ongoing	Feedback and evaluation from ARL & NRL participants reported on annually.



NRL Reconciliation Initiatives

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RECONCILIATION ACTION AREA 3: Game Development			
Through a coordinated approach with the ARL Indigenous Programs Manager , ensure ARL Development programs, such as Small Steps and Kids to Kangaroos reach Indigenous communities and are culturally sensitive to local needs.	ARL Development	Commence March 2008	Whole of game audit of number of Indigenous communities visited in 2007 with aim of setting higher target for 2008/2009.
Develop specific strategies to encourage the participation of Indigenous girls and women through the Women in League program	Women in League	Commence March 2008	Audit female participation numbers during 2007 with aim of setting higher target for 2008/2009.
Evaluate support provided to specific remote regions such as Cape York and the Barwon-Darling League to develop self-sufficient competitions with the aim of expanding this program.	NRL and ARL	Evaluate by October 2008	Community feedback gained and evaluation in 2008.
Provide Elite Development Pathways for identified Indigenous athletes.	ARL Indigenous programs manager	January 2008	Elite Development Pathways extended to Indigenous athletes in under 16s and 18s programs.
Support the appointment of six Indigenous Development officers in NSW and Queensland and work with them to deliver ARL Development programs.	ARL Development	December 2007	Six Indigenous development officers appointed.

TASKS	RESPONSIBILITY	TIMELINE	PERFORMANCE INDICATOR
RECONCILIATION ACTION AREA 4: Athlete Support & Community Development			
Support individual players and clubs in visits to Indigenous communities particularly through partnerships with such programs as ARMtour, Crocfeast and the North Queensland Cowboys Remote Communities Program.	One community	Commence March 2008	Whole of game audit of number of Indigenous communities visited during 2007 with aim of setting higher target for 2008/2009.
Assist Indigenous and non-Indigenous players in their position as role models to Indigenous children by delivering workshops in positive choices, healthy lifestyles and goal-setting and mentoring.	NRL Education	Commence March 2008	Whole of game audit of number of Indigenous communities visited during 2007, with aim of setting higher target for 2008/2009. Feedback given and regular evaluation of workshops.
Ensure Rugby League Reads – a specific literacy program that extends One Community's interest and commitment to education and literacy reaches schools and communities with significant Indigenous populations new partnership with NRL.	One Community	August 2007 commence March 2008	Launch the program. Initial target of two Indigenous communities visited in each State and Territory in 2008, with aim of setting higher target in 2009.
Through One Community's partnership with Books in Homes assist in the delivery of books to disadvantaged schools and children across Australia with many of these schools in remote areas having high Indigenous populations.	One Community	Commence March 2009	Work with Books in Homes to ascertain number of books delivered to Indigenous communities in 2007 with aim of setting higher target for 2008/2009.
Develop culturally appropriate materials as part of Learn with League – a new primary school curriculum based on Rugby League developed in partnership with the NSW Department of Education.	One Community	Commence March 2008	Pilot to commence in March in 2008.