

Edgeworth Child Care Centre Inc.

Inclusion/Cultural Diversity Policy

Aim

Edgeworth Child Care Centre aims to have a service where children realise their full potential regardless of gender, race, age or ability.

Legislative Requirements

Anti-Discrimination Act 1977
Education and Care Services National Law Act 2010
Education and Care Services National Regulations 2011
National Quality Standards 2011

Who is affected by this policy?

Educators
Children
Families
Staff
Community

Implementation

The Education and Care Service will:

- Enable all children to develop respect for, physical, racial, religious, and cultural differences.
- Enable all children to develop autonomy, independence, competency, confidence and pride.
- Provide all children with accurate, developmentally appropriate information about their own, and other people's disability and culture.

Educators/Staff will be positive role models, encouraging children to experience active and energetic play in order to develop their physical potential.

All children will be presented with a wide range of male and female work roles, both within and out of home, including nurturing roles.

All children will be encouraged to develop friendships with each other based on mutual trust and respect.

The physical environment of the service, and its programs, including objectives, focus and direction, incidental learning opportunities and group activities reflect its commitment to a cross-cultural and non-discriminatory perspective.

The program is developmentally based and relevant to children's life experiences, interests and social skills.

Where parents/guardians are from a non-English speaking background, they will be encouraged and invited to contribute knowledge or their own culture to enhance the overall program.

Educators/staff must make it clear that it is not acceptable for a child to say, or do, unfair things to another person and that if this happens, the educator/staff will step in.

Provide training to educator/staff when required.

Educators/staff will access support and information from KU Children's Services Inclusion Support on a needs basis.

The Approved Provider/Nominated Supervisor will ensure that this policy is maintained and implemented at all times.

Sources

Education and Care Services National Law Act 2010

Education and Care Services National Regulations 2011

National Quality Standards 2011

Anti- Discrimination Act 1977

Early Childhood Australia www.earlychildhoodaustralia.org.au Retrieved 25 10 17

KU Childrens Services Inclusion Support www.ku.com.au/inclusion-support/
Retrieved 25 10 17

Review

The policy will be reviewed annually. Review will be conducted by management, employees, parents and any interested parties.

Reviewed: 25 October 2017

Date for next review: October 2018