

JUNEE PRESCHOOL POLICIES

Inclusion and Equity Policy

Quality Area 5 : Interactions with children

Quality Area 6: Collaborative partnerships with families and communities

Quality Area 7: Governance and Leadership

Introduction

All children and families have a right to the same opportunities for participation, acceptance and belonging regardless of gender, age, socio-economic status, race, language, beliefs, additional needs and family structure or lifestyle.

All children, families, educators, students, volunteers and visitors will be treated with respect, and appreciated as individuals with unique abilities, skills and knowledge.

The Preschool recognises and values the differences and similarities that exist in children, families, educators and the community and does not tolerate behaviours, language or practices that label, stereotype or demean others.

Goals/ What are we going to do?

- ◁ ensure that all children, families, educators, students and volunteers are treated equitably and with mutual respect
- ◁ reduce bias and prejudice
- ◁ promote inclusive practices
- ◁ encourage all children, families, educators, students and volunteers to communicate respectfully and fairly.

Strategies/ How will it be done?

To ensure each child is respected and is able to fully engage with all parts of the Preschool program, and to ensure their needs and the needs of their families are met, on enrolment in the Preschool will:

- ◁ consult with the child's family about what supports the Preschool may need to put in place to promote their child's participation in the program. This may include staff training, specific resources/equipment, or extra staff.
- ◁ if required, provide enrolment forms, policies and other documents in other languages to assist families from linguistically diverse backgrounds.

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- ◁ provide a translator to assist with transition to Preschool if the family is linguistically diverse.
- ◁ provide additional support staff where necessary and possible, and seek funding to assist with this provision.

Selection and recruitment of staff

As an equal opportunity employer, the Preschool does not discriminate on the grounds of sex, race, religion or additional need. The Preschool values bilingual and bicultural skills.

All educators will be provided with an induction process to assist them to become effective members within the team. It will also provide a unique opportunity for the Preschool to learn about the values, beliefs and practices of all educators.

Roles and Responsibilities

The Approved Provider will:

- ◁ Provide policies to guide staff in inclusive and equitable practices.
- ◁ Treat all staff, families, visitors, volunteers and students with respect and understanding.
- ◁ Provide professional development for staff, to ensure educators have the skills and understandings to support every child in their care.
- ◁ Employ staff in an anti-discriminatory manner.

The Nominated Supervisor will:

- ◁ Ensure all families are welcomed to the service and all possible care is taken in helping all families orientate to the Preschool, and feel supported and appreciated.
- ◁ Access funding where available to assist in supporting individual children's needs.
- ◁ Develop links with external agencies to assist each family.
- ◁ Refer families to other services for extra support where needed.
- ◁ Ensure information is available for families, in the form that it is most accessible to them.

The Educators will:

- ◁ interact with children, families and peers equitably and respectfully.
- ◁ discuss with children evidence of biased and prejudiced behaviours and practices.
- ◁ actively monitor their responses and behaviours towards biases.

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- ◁ use language that promotes equity.
 - ◁ encourage empathy and fairness towards others.
 - ◁ challenge stereotypes that promote prejudicial and biased behaviours and practices.
 - ◁ use their diverse life experiences to contribute to and enhance the children's educational programs and environments.
 - ◁ support and encourage children to be fair and respectful of others.
 - ◁ have a thorough understanding and be able to put into practice the Preschool's philosophy.
 - ◁ communicate openly with all families, children and each other.
 - ◁ assist to develop the Preschool's resources to support diversity, equity and inclusive practices.
 - ◁ work closely with families, external agencies and management to support children and families with additional needs.
 - ◁ assist children with additional needs to develop autonomy, independence, competency, confidence and pride.
 - ◁ encourage and support the participation of families in the children's program.
 - ◁ discuss with families how special occasions can be celebrated in meaningful and respectful ways.
- provide resources that reflect diversity.
- ◁ support to use their home language, where possible.

Families will:

- ◁ Provide as much information as possible about their child on enrolment.
- ◁ Provide the nominated supervisor with documents necessary to funding requirements where requested.
- ◁ Communicate openly about their child's needs to ensure appropriate supports are provided.
- ◁ Treat staff, children, students, volunteers and visitors with respect and courtesy.

USEFUL RESOURCES

Kurrajong Therapy Plus - https://www.kurrajong.com.au/therapy_plus.html

Bicultural support: Ethnic Community Services - <http://ecsc.org.au/our-programs/multicultural-childrens-services/bicultural-support>

Live Better - <https://livebetter.org.au/carewest-rebrand/>

Junee Community Centre - 6924 2666

Family Referral Service - <http://www.familyreferralservice.com>

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Monitoring, Evaluation and Review

This policy will be monitored to ensure compliance with legislative requirements and unless deemed necessary through the identification of practice gaps, the service will review this Policy every two years.

Families and staff are essential stakeholders in the policy review process and will be given opportunity and encouragement to be actively involved.

In accordance with R. 172 of the Education and Care Services National Regulations, the service will ensure that families of children enrolled at the service are notified at least 14 days before making any change to a policy or procedure that may have significant impact on the provision of education and care to any child enrolled at the service; a family's ability to utilise the service; the fees charged or the way in which fees are collected.