

DIVERSITY AND ANTI-BIAS

We will recognise the diversity of cultures in Australia and help foster an awareness and acceptance of other cultures within each child, through the thoughtful integration of a variety of cultural activities in the program.

Procedure:

- All activities and behaviour in the service will be considerate of the cultural and linguistic diversity of the families within the community.
- Children will be encouraged to explore and share a range of cultural activities and experiences in an environment free from racial prejudice and harassment.
- Educators shall accept and value every parent/caregiver and child regardless of race, cultural background, religion, sex, ability or sexual preference.
- Educators will make themselves aware of the specific cultures represented in the families and general community of the service.
- No discrimination will be made against any family or child due to their culture, race or sexual preference.
- Educators will not be judgemental towards the parents/caregivers and respect any differences in childcare practices (with the exception of child protection concerns)
- Educators will ensure parents/caregivers have confidence in the service's quality of care for their child by seeking information regarding their cultural issues.
- Educators will encourage feedback and input from parents/caregivers in relation to the program, policies or other issues in the service, which are affected by the families' culture or race.
- Parents/caregivers will be invited and encouraged to contribute knowledge of their own culture to enhance the overall program.
- All educators will undertake training and sharing of information regarding the various cultures and multicultural programming.
- Educators are encouraged to share knowledge of their own cultures with other educators, parents/caregivers and children and to incorporate this into the program.
- Educators will make themselves aware of any issues or behaviour, which may be offensive to the various cultures and avoid possible offensive behaviour.
- All activities and behaviour in the service will be considerate of the cultural and linguistic diversity of the families within the community.
- Where possible parent/caregiver information will be translated into other languages.
- Educators shall research and gain ideas regarding appropriate activities to be incorporated in the program.
- Educators should be aware of and ensure that festivals and celebrations of many cultures are included in the program.
- Cultural awareness should be integrated throughout all activities in the program and reflect an attitude of respect and positive appreciation for the difference in our society.
- All activities in the service will be checked to ensure that negative and discriminating images of particular cultures or life-styles are avoided.



NATIONAL QUALITY STANDARD

QUALITY AREA 5: RELATIONSHIPS WITH CHILDREN		
5.1	Relationships between educators and children	Respectful and equitable relationships are maintained with each child.
5.1.1	Positive educator to child interactions	Responsive and meaningful interactions build trusting relationships which engage and support each child to feel secure, confident and included.
5.1.2	Dignity and rights of the child	The dignity and rights of every child are maintained.
5.2	Relationships between children	Each child is supported to build and maintain sensitive and responsive relationships.
5.2.1	Collaborative learning	Children are supported to collaborate, learn from and help each other.

EDUCATION AND CARE SERVICES NATIONAL REGULATIONS	
155	Interactions with children
156	Relationships in groups
157	Access for parents

Policy reviewed	Previous modifications	Next review date
July 2021	No changes	2022