



# MELROSE EARLY LEARNING CENTRE

## Diversity and Inclusion Policy

### **Philosophy:**

**Our Centre believes by valuing differences in backgrounds, culture, abilities and experiences children, families and staff will contribute to creating an environment free from bias and prejudice, in which children will learn the principles of fairness and respect for each others uniqueness.**

### **CONSIDERATIONS:**

**Legislation:** Equal Opportunity Act 1984, QIAS principles 2.1, 2.2, 2.3, 2.4.

**Children need:** To feel accepted and equal, to have their individual needs recognised and met. To recognise discrimination and prejudice. To understand the value of diversity. To be treated fairly.

**Parents need:** To feel consulted about their own social and cultural backgrounds and have opportunities to participate in the service, to feel a valued member of the centre, to know their child is valued and included.

**Staff need:** Staff need open communication with parents, that all families value diversity and support the centre policy. Staff consult with parents about policies and all opinions are valued. Staff seek training and resources to support the centre policy on diversity and inclusion. This is an ongoing process.

### **POLICY STATEMENT:**

**The Melrose Early Learning Centre recognises that Australia is a multicultural and diverse society made up of individuals with their own principles, standards, culture, beliefs and ethnicity. We believe that diversity should be acknowledged and celebrated, in our daily activities and as part of our overall philosophy and planning.**

## HOW POLICY WILL BE IMPLEMENTED:

1. We will regularly review and assess the environment to ensure that children with disabilities are able to comfortably participate in experiences.

Liaise with disability services to ensure that our centre is meeting the needs of children with disabilities and additional needs in the most effective and efficient manner.

Ensure that doors and areas are kept clear at all times.

2. We will ensure that the images, books and resources used within the service reflect:
  - Real life experiences rather than stereotyped images.
  - Different cultures, lifestyles and experiences are catered for.
  - The diversity of roles and activities available to men and women.
  - The richness and diversity of different life-styles and family types.
  - Encourage families and community members with a diverse range of skills and experiences to become involved in the service and to share their knowledge and abilities in relation to cooking, music, art, story telling, history and entertainment.
  - Celebrate special events within the children's lives in ways appropriate to the individual child.
  - Work in partnership with families in order to learn all we can about the beliefs, culture and child care practices, and either honour their requests when we can or negotiate where appropriate.
  - Encourage children to engage in non-traditional activities and experiences.
  - Provide materials such as posters, books, notices, newsletters, music tapes in other languages
  - Regularly change the images used within the service to maintain interest and stimulate and to reflect the changing nature of society.
3. We will:
  - Treat all children as equals and encourage them to treat each other with respect and fairness.
  - Encourage children to adopt a non-bias approach to each other and learning.

Signed: .....

Director - Melrose Rural Care

Date: 04/08

To be reviewed: 04/09

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