

DIVERSITY AND INCLUSION

Legislation and Government Requirements:

Education and Care Services National Law (WA) 2012:
Education and Care Services National Regulations 2012: 73; 74; 75; 76; 155; 156; 157; 168;
National Quality Standard: 1.1.2; 1.1.5; 1.2.1; 1.2.2; 4.2.1; 5.1; 5.2; 6.1.2; 6.2.1; 6.3.1
The Equal Opportunity Act 1984: www.equalopportunity.wa.gov.au
Early Years Learning Framework for Australia

Resources:

Office of Multicultural Interest WA <http://www.omi.wa.gov.au/>
Department for Communities – www.community.wa.gov.au
Early Childhood Australia website – www.earlychildhoodaustralia.org.au
Child Australia - <http://www.childaustralia.org.au/>

Policy Statement:

Unicare aims to provide an education and care environment which is free from bias and prejudice in which children learn the principles of fairness and respect for the uniqueness of each person. Unicare involves the community to assist Educators and children understand and accept the range of cultures and abilities of members of the local community. Differences in backgrounds, culture and abilities are valued and families are actively encouraged to share their experiences with Unicare and its families. The centre will ensure that appropriate inclusion support services are accessed and referred to families in order to support children's well-being and full inclusion into the curriculum.

Strategies for Implementation:

- *Educators will actively seek information from children, families and the community, about their, cultural traditions, customs and beliefs, and use this information to provide children with a variety of experiences that will enrich the environment within the Service.*
- *Educators will work in partnership with families to provide education and care that promotes child development and is consistent with the family's culture, beliefs and the Early Years Learning Framework. Specific requests will be honoured where practical to demonstrate respect and ensure continuity of care of the child.*

- *The Nominated/Certified Supervisor will ensure resources that reflect the diversity of children; families and the community, and promote awareness and appreciation of Australia's Aboriginal and Torres Strait Islander cultural heritage are accessible to Educators and children.*
- *Educators will be sensitive and attentive to all children, respect their backgrounds and abilities, and ensure that their individual needs are accommodated at the Service.*
- *Educators will treat children equitably and encourage them to treat each other with respect and fairness.*
- *Educators will role model appropriate ways to challenge discrimination and prejudice, and actively promote inclusive behaviours in children. Educators and children will discuss incidents of bias or prejudice in children's play or relationships and support children to understand and find strategies to counteract these behaviours.*
- *Families will be consulted in the development of holistic programs which are responsive to children's lives, interest and learning styles. Reflecting the children's family culture and community.*
- *Educators will access resources and encourage other educators, families and community members to share their stories, experiences, skills, cultures and beliefs as an integral part of daily curriculums promoting inclusion, understanding and respect for all.*
- *Children with additional needs will be provided with support so they can be included as equals within the Service. This may require the assistance of social, ethnic or special therapist which Unicare will access in collaboration with the child's family.*
- *Educators will closely monitor children's development. If they have concerns they will liaise with the Nominated Supervisor and/or designated Inclusion Support Facilitator. Educators will talk with the child's parents and assist in accessing additional support services in the community such as Inclusion Support Agencies; Community Health Services etc.*
- *Educators will work closely with families and other agencies to develop individual support plans which promote inclusion of children with additional needs.*
- *Unicare will aim to recruit Educators from diverse cultural and linguistic backgrounds that reflect the community wherever possible.*
- *The Code of Ethics will be an integral part of Educator orientation and practice at Unicare. Ongoing professional development will be available to all Educators.*