



Anti- Bias, Cultural Awareness, Diversity, Equal Opportunity and Reconciliation

National Law 167, 168

National Regulations 73-76, 103,105

National Standards 1.1, 1.2, 3.1, 5.1, 5.2, 6.3

Inclusion promotes equality through opportunity, engagement and diversity.

Our educators at Kozy Kids promote and encourage inclusion of children and families of all abilities and diverse cultural backgrounds. We will work in partnership with families and professional organisations to provide meaningful and relevant educational experiences that are culturally sensitive. It is important to understand that cultural awareness is not tokenism but is incorporated into our program on a daily basis.

We believe that every child has the right to develop fully as an individual and be treated equally regardless of their race, gender, colour, appearance, ethnicity, religion, disability, impairment, socioeconomic status or national origin.

Procedure

- We will develop a reconciliation action plan and ensure it's regularly updated and implemented.
- Educators are encouraged and provided resources to increase their knowledge of Aboriginal Australia in the past and present. This assists them to apply knowledge, skill and attitudes to create accessible and inclusive early childhood environments within our service.
- All children will have the opportunity and be encouraged to participate in all activities and experiences throughout the day.
- The program will provide experiences within the service that children can relate to their home life experiences.
- Programs will always be inclusive of gender, race, religion, special needs, language, ability and culture.
- Families will be encouraged to have input into program development especially in relation to multicultural content and other areas of interest or expertise the parents may be encouraged to share.
- Programs will reflect the cultural differences of all families using the service.
- The service will celebrate special events with the children that reflect the cultural heritage and ethnic origins of children attending the service, as well as other cultural events important to South Australia, Queensland and Australia.
- The service will provide a variety of toys for all children to play with regardless of gender.
- Where possible all parent information will be translated into required languages.
- All educators are encouraged to attend In-service/ Staff Development on multiculturalism.

Equal Opportunity

Employees at Kozy Kids will have equal opportunity to participate in all activities at all levels in the workplace.

Our Aim

- To provide a non-bias environment.
- To provide resources at the service that depict women and men in similar situations, where possible.
- For employees to interact respectfully with other employees of the opposite sex, different religious beliefs, backgrounds and cultures.
- For all employees to have opportunities of promotion within the workplace and be equally offered to, irrespective of sex, religious, background or cultural differences.

Reconciliation

We aim at Kozy Kids to foster children's positive self-esteem and to preserve their own culture and personal identity. It is with this aim that we educate all children of not only the things that make them unique but also those things that make them similar to establish an appreciation of diversity.

Reconciliation means lots of different things to different people. In Australia, and in our schools and early learning services, reconciliation usually means working to ensure everyone understands and values that we can learn, eat, speak and be in many different ways. A large part of learning about and working towards reconciliation is learning about and respecting Australia's First Peoples, Aboriginal and Torres Strait Islander Peoples.

At Kozy Kids we ensure to support every child in building a strong sense of their identity i.e. who they are and where they belong. We will provide children the right to their identity and to live and learn within their culture. We believe this is especially important for Aboriginal and Torres Strait Island children whose distinctive culture and lifestyle have in the past been threatened and undermined by dominant cultures.

Historical acceptance will exist when all Australians understand and accept the fact that past laws, practices and policies deeply affected the lives of Aboriginal and Torres Strait Islander peoples, often having devastating immediate impacts and causing much of the disadvantage that exists today.

At Kozy Kids we will endeavour to find meaningful ways to increase respect; reduce prejudice; and strengthen relationships between the wider Australian community and Aboriginal and Torres Strait Islander peoples.

Policy Source Acknowledgements

- *Consultation with Management, Staff and Families*
- *N.C.A.C.*
- *Lady Gowrie Seminars*
- *Australian Early Childhood Association – AECA's Policies and Working Positions –Cultural Diversity, Gender Equity*
- *Northern Care*
- *CAERSU*
- *Playcare*
- from www.earlychildhoodaustralia.org.au/code_of_ethics/