Introduction

*Kemblawarra Public School Preschool* aims to provide a learning environment which is free from bias and prejudice in which children learn the principles of fairness and respect for the uniqueness of each person.

*Kemblawarra Public School Preschool* involves the community to assist educators/staff and children understand and accept the range of cultures and abilities of members of the local community.

Goals – What are we going to do?

Differences in backgrounds, cultures and abilities are valued and families are actively encouraged to share their experiences with educators/staff, carers and other families.

Appropriate inclusion support services are accessed and referred to families in order to support children’s well-being and full inclusion into the program.

Strategies - How will it be done?

Educators will:

- Actively seek information from children, families and the community, about their cultural traditions, customs and belief, and use this information to provide children with a variety of experiences that will enrich the environment within the centre.
- Work in partnership with families to provide care that meets the child’s need and is consistent with the family’s culture, belief and child care practices. Specific requests will be honoured where practical to demonstrate respect and ensure continuity of care of the child.
- Obtain and use resources that reflect the diversity of children, families and the community and increase awareness and appreciation of Australia’s Aboriginal and Torres Strait Islander and multicultural heritage.
• Demonstrate sensitivity and attentiveness to all children, respect their backgrounds, unique qualities and abilities, ensure that the centre environment reflects the lives of the children and families using the centre and the cultural diversity of the broader community, and ensure children’s individual needs are accommodated at the preschool.

• Ensure that children with special needs will be provided with support so they can be included as equals within the centre. This may require the assistance of social, ethnic or special needs services which the centre will access in collaboration with the child’s family, and/or adapting the environment, routines and/or educators/staffing arrangements in order to facilitate inclusion.

• Treat all children equitably and encourage them to treat each other with respect and fairness.

• Model appropriate ways to challenge discrimination and prejudice, and actively promote inclusive behaviours in children.

• Ensure that children are never singled out, or made to feel inferior to or better than others. Educators and children will discuss incidents of bias or prejudice in children’s play or relationships with each other, to help children to understand and find strategies to counteract these behaviours.

• Consult with parents/guardians in the development of holistic programs that are responsive to children’s lives, interests and learning styles, and reflect children’s family, culture and community.

• Create opportunities as an integral part of their daily programs for children to learn about, develop respect for, and celebrate the diversity that exists in the centre and in the broader community by:
  o encouraging all families, children and other educators/staff to share their experiences, skills, cultures and beliefs;

  o inviting community members to the centre to share their stories, songs, experiences, skills, cultures and beliefs;

  o accessing and using a range of resources (including multi-cultural and multi-lingual resources) that reflects the diversity of children and families in the centre and in the broader community.

Educators/staff recruitment and development

• **Kemblawarra Public School Preschool** will recruit educators/staff from diverse cultural and linguistic backgrounds that reflect the cultural diversity of the community where possible.

• All educators/staff are fully oriented to the centre’s code of conduct/code of ethics.

• The nominated supervisor and educators will attend professional development that builds awareness of their own cultural beliefs and values, increases their cultural competence and helps them to challenge discrimination and prejudice.
Inclusion Support Agencies

*Kemblawarra Public School Preschool* will access bicultural support workers to assist community with families from diverse cultural backgrounds and/or telephone translation services when required and provide brochures/information on aspects of the centre in languages spoken in local community.

- The preschool will also access additional support, assistance and resources for children with additional needs including children from diverse cultural backgrounds, children with high ongoing support needs (including disabilities) and ATSI children.

Evaluation

All people are treated equitably and with a level of mutual respect regardless of their background, ability or additional needs, gender, age, socioeconomic status, culture, language, beliefs and family structure or lifestyle. All processes, policies and practices are designed to achieve the successful inclusion of all children

Links to the National Quality Standards/Elements

Education and Care Services National Law Act 2010 – Section 3 (3) (a), (c) & (d)

Education and Services National Regulations: 73, 74, 75, 76, 155, 168(2) (j)

National Quality Standards: elements 1.1.2; 1.2.1; 1.2.2; Element 4.2.1; Element 5.1.2 Element 6.2.1; 6.3.1 & 6.3.3

EYLF- Principles: High Expectations and Equity, Respect for Diversity- Practice: Holistic approaches; Responsiveness to children; Cultural competence; Learning environments- Outcomes 1,2,3

*Acknowledgement to Ballina River Street Children’s Centre*