

POLICY – ANTI-BIAS AND SOCIAL INCLUSION

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1. National Quality Standards

Quality Area 5: Relationships with children		
Area	Concept	Descriptor
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.

The National Education and Care Services Regulations are included in the appendix.

2. Purpose

- 2.1 Baringa Child Care Centre Association Incorporated (Baringa) aims provide a quality education and care service that promotes social inclusion and cultural diversity. We aim to provide an inclusive environment for all children, families and educators, acknowledging the uniqueness of every person regardless of their race, gender, sexuality, religion, culture, physical and mental abilities and socio-economic background. This policy ensures all children, families, and staff are welcomed and treated equitably and with respect.

3. Scope

- 3.1 This policy applies to children, families, staff, management and visitors of the Baringa.

4. Policy Statement

- 4.1 Baringa will promote and value cultural diversity and equity for all children, families and educators from diverse cultural and linguistic backgrounds.

- 4.2 Baringa will recognise that children and adults from all cultures have similar needs and that each person is unique and valuable.
- 4.3 Baringa will endeavour to provide a foundation that instils in each child a sense of self identity, dignity and tolerance for all people.
- 4.4 Baringa will avoid common stereotypes and recognise individual differences within a cultural or ethnic group.
- 4.5 Baringa will assist wherever possible families who are new to Australia with a transition to a new and different culture.
- 4.6 Our educators will broaden their own cultural and ethnic group awareness and help children to understand themselves in relation to their family, community and other cultures.
- 4.7 Our educators will be actively involved in the development of appropriate resources, support and implement an anti-bias, cross cultural program throughout Baringa's environment which is reflective of all families/children and the diversity present in Australian society and network with community agencies involved with cross cultural issues wherever possible.
- 4.8 Our educators will be actively involved with children, showing respect, sharing ideas and experiences and asking questions.
- 4.9 Our educators will access and make available, resources and information supporting the delivery of anti-bias concepts in the program and attend regular training courses as required. Such resources will be integrated into the daily program and be made available to families.
- 4.10 Our educators will reflect on Baringa's philosophy and ensure that practices and attitudes concur with the philosophy.
- 4.11 Our educators will work with families to encourage positive attitudes to diversity and an anti-bias ethos.
- 4.12 Our educators will ensure that all visitors to the service are aware of these practices and respect these values.
- 4.13 Educators will provide learning experiences which reflect different cultures through the use of language, books, music and food.
- 4.14 Educators will encourage children to bring in real objects and artefacts used by their families that may be historical or typical of that child's/family's cultural group including food.
- 4.15 Educators will help children to develop an understanding and respect for physical, racial, religious and cultural difference.
- 4.16 Our educators will practice all-encompassing and socially inclusive care.
- 4.17 The program will recognise, value and reflect the social and cultural diversity of our community.
- 4.18 Our educators will role model and actively encourage appropriate behaviours.
- 4.19 Our educators will work closely with family members to cooperatively overcome instances of bullying.
- 4.20 Our educators will empower children by giving them responsibilities that will make them feel valued.
- 4.21 Our educators will help children deal with their anger. This includes offering alternative dispute resolution techniques that are socially acceptable.
- 4.22 Our educators will seek the support of children's services professionals when it is necessary.
- 4.23 Our educators will respond promptly to children's aggressive or bullying behaviour.

5. Feedback

- 5.1 Families and staff may provide feedback about this document by emailing admin@baringa.org.au.

6. Approval and Review Details

Approval and Review	Details
Approval Authority	Baringa Board
Administrator	Centre Management
Next Review Date	November 2020

History	Details
Original Approval Authority and Date	28 November 2017
Amendment Authority and Date	N/A

Appendix

Education and Care Services National Regulations	
155	Interactions with children
156	Relationships in groups
157	Access for parents