

# Inclusion and Interactions Policy

## **Policy Statement**

Activity Centres Inc. aims to recognise the diversity of cultures in Australia and help foster an awareness and acceptance of all persons within each family, through the thoughtful integration of a variety of cultural activities in the program. All children and their families, Staff and visitors will be treated in the same manner regardless of their gender, race or abilities. All persons involved in the Organisation will be encouraged to explore and share in a wide variety of activities and experiences, being able to try new things in an environment free from racial or gender prejudice and harassment.

## **Considerations**

- ✓ Education and Care Services National Law 2010
- ✓ Education and Care Services National Regulations 2011
- ✓ Education and Care Services National Quality Standards 2011
- ✓ My Time Our Place
- ✓ Anti-Discrimination Act 1977 (NSW)
- ✓ UN Convention on the Rights of the Child
- ✓ Activity Centres Inc. Policies and Procedures

## **Procedures**

- Staff, children and their families and any visitors, shall accept and value everyone at the Service regardless of race, cultural background, religion, and gender, their physical or cognitive ability or sexual preference. All persons shall feel a sense of belonging, free from prejudice and harassment.
- Each person shall be treated with dignity and respect and has the right to their own beliefs.
- Staff should be aware of the way in which they treat individual children in regards to language, attitudes, assumption and expectation. Staff will encourage children to do their best and encourage them to express themselves through their play.
- Staff will treat everyone the same and display no bias, favouritism or prejudice in actions.
- Staff will remind children of the need to respect the differences within different families and cultures and encourage acceptance and learning that all children have a right to feel safe and secure and included.
- Educational Leaders will ensure the program is inclusive of all children's abilities, culture and no child is excluded to participate.
- Intentional teaching opportunities showing differences in culture, race, ability will be incorporated into the program.
- The program will present positive experiences for the children, which are not based on gender role stereotypes.
- The program will allow children to interact with their peers and Staff and build their self - esteem.
- The program will allow children to experience all sorts of achievements and setbacks teaching them self - reliance.
- Resource materials used will as far as possible be non-stereotyped, with both boys and girls being able to join in any activity that is available to the children.
- Staff and families will be invited and encouraged to contribute knowledge of their own culture, hobbies, and interests to enhance the overall program and enable the children to experience a wider variety of activities.
- Staff and families are encouraged to make the Manager or Coordinator aware of any issues or behaviour, which may be offensive to others within our Organisation.
- Children will be encouraged to explore and share a range of cultural activities and experiences in an environment free from racial prejudice and harassment.
- Staff shall research and gain ideas regarding appropriate activities to be incorporated in the program.
- Staff should be aware of and ensure that festivals and celebrations of many cultures are included in the program.
- Cultural awareness will be embedded throughout all activities in the program and reflect an attitude of respect and positive appreciation for the differences in our society.
- Activities will be checked to ensure that negative and discriminating images of particular cultures or lifestyles are avoided.



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## **Inclusion Support Agencies**

- Wherever possible the Organisation will access bicultural support workers when necessary and/or telephone translation services and provide information on aspects of the Organisation in languages that are spoken in the local community to assist in communicating with families from diverse cultural backgrounds.
- The Organisation will access additional support, assistance and resources for children with additional needs including children from diverse cultural backgrounds, children with high ongoing support needs and Aboriginal and Torres Strait Islander children.
- Staff will talk to families about any concerns they have and offer the family links to other support services within the community such as Inclusion Support Agencies and Community Health Services etc.
- Staff will work with families, Inclusion Support Agencies and other specialists associated with the child to develop individual support plans.

## ***Checklist for Staff***

- Treat all persons with dignity and respect regardless of their race, cultural background, religion, gender, their physical or cognitive ability or sexual preference and to respect that all persons have the right to their own opinion and beliefs.
- Ensure that all persons involved in the Organisation are being included and interacting in a positive manner.

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Policy is only endorsed if initialled by 2 members of the management committee

**Endorsed by the Management Committee on the 28<sup>th</sup> November 2018**

**Inclusion and Interactions Policy is to be reviewed by the 28<sup>th</sup> November 2021**