



Anti-Bias Policy

At QDPA we believe all children have the right to be treated equally. Diversity in all its forms will be embraced within our Preschools to develop positive and accepting attitudes in children, and to help them gain a better understanding of their Preschool environment, community, country and the world.

Queanbeyan and District Preschool Association acknowledges and respects the diversity of families within our community and the wider Australian society. No child will be discriminated against on the basis of learning needs, socio-economic circumstances, gender, appearance, cultural background or family composition. The children will be encouraged to acknowledge similarities and differences, and to value differences, rather than use differences as a reason to exclude.

National Quality Standard (NQS)

Quality Area 5: Relationships with Children

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

Education and Care Services National Regulation

155	Interactions with children
156	Relationships in groups
157	Access for parents

PURPOSE

We aim to provide an inclusive environment for all children, families and educators, acknowledging the uniqueness of everyone



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regardless of their additional need and abilities, race, gender, sexuality religion, culture, physical and mental abilities and socio-economic background. This policy ensures all children, families and staff are welcome, treated equitably and with respect.

SCOPE

This policy applies to children, families, staff, management and visitors of QDPA Preschools.

IMPLEMENTATION

Our Anti-Bias and Inclusion policy underpins the philosophy of each QDPA Preschool. The role of teachers and educators is to encourage children to share and learn about the individuality of each child and their family and their role in the Preschool. This policy aims to assist children to form positive social relationships and to learn to accept the diversity of members of the Preschool community.

Teachers and ‘Educators who are culturally competent respect multiple cultural ways of knowing, seeing and living, celebrate the benefits of diversity and have an ability to understand and honour differences. This is evident in everyday practice when Educators demonstrate an ongoing commitment to developing their own cultural competence in a two way process with families and communities.’ (EYLF Page 16)

Learning Needs

- Children with special learning needs will be offered additional support to maximise their learning opportunities providing funding is available.
- Where the physical environment requires adaptation, or where specific equipment or materials are needed, every endeavour will be made to meet the need.
- We recommend, dependent on individual circumstances, that children with additional needs start preschool one or two weeks later than the rest of the class, to allow for a smoother transition to preschool as they will generally be entering a more settled and calm environment. The need for this will be determined at a transition meeting involving preschool educators, parents and therapists.



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Socio-economic circumstances

- Families with current Health Care cards are eligible for reduced fees.
- Cases of genuine hardship will be considered by Directors or the Board of Management Board on an individual basis.

Gender

- Boys and girls will be offered equal treatment and opportunities within the preschool environment.
- When purchasing equipment and books, the staff will select items that depict males and females in a range of activities. e.g. A male nurse, a female mechanic.

Appearance

The children will be encouraged to value and respect differences in body shape, size, skin tones and mannerisms, rather than use differences as a reason to exclude or discriminate against.

Cultural and Linguistic Diversity

- Children from all cultural backgrounds will be welcomed, and encouraged to share different experiences.
- Children from non-English speaking families will be supported as required - to enable them to participate in all aspects of the preschool program.
- When purchasing books and equipment the staff will endeavour to make choices that reflect the diverse range of cultures and languages within our community.
- Songs, stories and customs from a range of different cultures will be an integral part of the program.

Religion

- Children from all religions will be welcomed and parent participation will be encouraged
- When planning activities to celebrate religious festivals and birthdays, the staff will be mindful of the beliefs of all of our families.
- Families may request that their children not participate in a particular celebration. In such cases, staff will consult with families to accommodate their needs.



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Family composition

- Children from all family backgrounds will be welcomed. This includes children from two parent families, single parent families, same sex parents, blended families, foster families and extended families.
- Through discussion, the staff will actively encourage all children to accept and respect different family compositions.

Staff Training

- Staff will endeavour to seek out relevant training to challenge their own views and those of the children they work with.

Further reading :

- 1) Department of Education and Communities, *Anti-Bias in Early Childhood Settings*.
- 2) B. Creaser and E. Dau, *The Anti-Bias Approach in Early Childhood*.
- 3) Queanbeyan and District Preschool Association, *Early Intervention Policy*
- 4) Queanbeyan and District Preschool Association, *Access and Equity Policy*
- 5) Queanbeyan and District Preschool Association, *Fees Policy*
- 6) Queanbeyan and District Preschool Association, *Celebrations Policy*