



Diversity & Inclusion

Background:

Our philosophy is grounded in mutual respect and the recognition of each person's uniqueness as an individual and each person's innate right to live a rich and fulfilling life. Maryland Care & Early Education offers the wider community access to our centre. We value the diversity within our community and acknowledge the diversity of individuals, families & their structure, as well as linguistic and cultural characteristics unique to those within our community.

Aim:

- To promote access & inclusion of members of the local community into Maryland Care and Early Education Centre
- To be aware of the needs of all people as individuals regardless of cultural background, socio- economic status, sexual orientation, physical or developmental disability or religious beliefs.

Legislative requirements / Sources:

National Law: Section 323: Approved learning framework

Education and Care Services National Regulations 2011: Regulation 155: Interactions with children; Regulation 156: Relationships in groups; Regulation 157: Access for parents;

National Quality Standard: Element 1.1.2. Each child's current knowledge, ideas, culture abilities and interests are the foundation of the program; Element 1.1.5. Every child is supported to participate in the program; Element 5.1.3. Each child is supported to feel secure, confident and included; Element 5.2.1 each child is supported to work with, learn from and help others through collaborative learning experiences; Element 5.2.3 The dignity and the rights of every child are maintained at all times; Standard 6.1: Respectful and supportive relationships with families are developed and maintained; Standard 6.2: Families are supported in their parenting role and their values and beliefs

about child rearing are respected; Standard 6.3: The service collaborates with other organisations and service providers to enhance children’s learning and wellbeing

Implementation:

- Processes of inclusion will be developed collaboratively with relevant services & agencies to identify community requirements and facilitate inclusive practices.
- We apply for Bi Cultural workers to support cultural and language inclusiveness within the centre.
- Our service will strive to foster and work towards a caring and compassionate community and greater society by applying the principles of access based on equity, participation and openness in the development and application of our centre policies.
- To provide support for all families by directing them to community services through the use of our Local Community Services Directory located in the foyer that may assist and support their child rearing practices within the local community.
- Formulate policies that are reflective of a broad based community and promotes inclusion of all within our community.
- Our educational program will recognise the value of parents, caregivers and staff working collaboratively to provide children with a wide view of the world and nurture and educate them holistically.
- Information nights for parents, social events organised through the centre and or activities as suggested by parents and caregivers that help to inform or support families in all there forms will be undertaken by our centre.

Review:

This policy is the intellectual property of Maryland Care & Early Education Centre and is created with consultation of staff and families attending the service. This policy will be reviewed annually. This policy is available in other languages upon request.

Last Review: December 2015

Next Review: December 2016