

# Laivoi OOSH Services Anti-bias Awareness Policy

## Anti-Bias Awareness / Inclusion Policy

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### PHILOSOPHY & RATIONALE

Please refer to the centre's Philosophy document.

#### Inclusion Statement

*'Inclusion recognises the right of every person to participate meaningfully in all aspects of community life • Active and meaningful participation is not the same as just being present • Inclusion happens when everyone is viewed as a capable and valued contributor as opposed to having deficits that need to be fixed • Inclusion is about human diversity, where each person is viewed as being unique. True inclusive practice values diversity as a resource that informs all policy and practice'.*

*Ref: Inclusion in Practice; National Quality Standard*

#### AIM

- To support all children and families regardless of culture, religion, gender, abilities or family situation.
- For the centre philosophy and this policy to be genuinely reflected in the programming and practices of the service and in ALL interactions of staff with the children, families and all colleagues.
- To evaluate the inclusion of any child in order to ascertain if and how the service can meet their needs. This is particularly pertinent for children with high degree special needs where the physical aspects of the centre will need to be carefully evaluated.

#### STRATEGIES

- All children are embraced at the Service regardless of ability, gender, religion, culture, family structure or practices, economic status or personal beliefs and practices.
- The emotional well-being of the child and the strengthening of their self-concept and awareness of compassion towards others are of paramount importance.
- All children are encouraged to be proud of and nurture their whole self; in the ways that they are the same and the ways that they are different.
- Parents are supported and their cultural, religious and parenting practices are respected in light of Child Protection Guidelines.
- Parents and other family members are actively encouraged to be involved at the centre and bring any cultural or special skills to the children in planned experiences (e.g. music talents, cultural or traditional songs and stories and cooking).
- Staff are actively encouraged to bring any cultural or special skills to the children in planned and incidental experiences
- Support from community organisations is sought out where appropriate.

#### WE AIM TO FOSTER:

# **Laivoi OOSH Services**

## **Anti-bias Awareness Policy**

- Each child's development of a confident self-identity. This involves liking who you are without needing to feel superior to anyone else because of who you are. It also means the development of a multi-cultural identity where that is appropriate.
- Each child's comfortable interaction with diversity of people. This means having the cognitive, emotional and behavioural skills to respectfully and effectively ask and learn about differences, comfortably negotiate and adapt to differences, appreciate the common humanity all people share through their differences.
- Each child's critical thinking about bias. This means having the cognitive skills to identify unfair and untrue images (stereotypes) comments (teasing, name-calling), and behaviours (discrimination) directed at ones own or other's identity and having the emotional empathy to know that bias hurts.
- Each child's ability to stand up for themselves and for others in the face of bias. This means helping each child learn and practice a variety of ways to speak up when bias occurs, either for themselves or for others.
- That diversity enriches our lives and our culture. It provides us with the opportunity to learn and benefit from the experiences of people from diverse backgrounds. We recognise that each of us is unique and precious. That for children to develop to their full potential they need to acquire:
  - An expanded awareness of others
  - A greater capacity to communicate.
  - An increased willingness and ability to co-operate.
  - A growing sense of social responsibility.
  - A high level of personal confidence and self- esteem

### **PERTINENT REGULATIONS, ACTS & STANDARDS**

- Anti-discrimination Act 1977
- Children's Services Regulation 2004