



# Diversity, Equity and Inclusion

## Policy Statement

*NBCA is committed to creating an environment that supports equitable and inclusive behaviours, and shows respect to all people.*

### Implementation

- NBCA employees and Association members are expected to treat and respect all people equally, and value the differences that make each of us unique.
- NBCA aims to provide a supportive and inclusive environment for all children, families and employees. NBCA recognises and celebrates diversity in our community, including people who:
  - Identify as Aboriginal or Torres Strait Islander;
  - Have recently arrived in Australia;
  - Have culturally and linguistically diverse backgrounds;
  - Live in isolated geographic locations;
  - Are experiencing difficult family circumstances or stress;
  - Are at risk of abuse or neglect;
  - Are experiencing language and communication difficulties;
  - Have a diagnosed disability, medical or health condition;
  - Are gifted or have special talents;
  - Have developmental delays;
  - Have learning difficulties;
  - Have other support needs.
  - Identify as non-binary (gender)
- Acknowledgement of Country ceremonies are regularly conducted as a sign of respect for the traditional custodians of a particular region or area. NBCA acknowledges the Ngunnawal people as the traditional custodians of the land where the services are based and surrounding areas, we also recognise the importance of uniting all cultures within our community.
- Cultural beliefs and rituals will be mutually respected and accommodated as much as possible
- Diversity and equity principles will be an integral part of the services daily programs and routines. Programs will actively include opportunities for children to experience diversity of culture, gender roles, language, religious beliefs and family structure or lifestyle.
- Educators will create opportunities for children to learn about, develop respect for, and celebrate diversity that exists in the service and the broader community.
- Educators will role model appropriate ways to challenge discrimination and prejudice, and actively promote inclusive behaviours in children.
- NBCA will not tolerate behaviours, language or practices that label, stereotype or demean others.
- Practices that contribute to inequities will be challenged by educators and staff, inclusion and participation by all children will be promoted.
- NBCA will not discriminate in relation to the enrolment of families.



- Staff will be recruited and employed according to equal opportunity guidelines, selection criteria references and employment conditions.

## Inclusion

**To support children and families to fully participate in the program it is important to identify and acknowledge every child's uniqueness and make plans to promote this in positive ways.**

- Educators will be encouraged to build on their capacity to respond to children with specific needs taking into consideration social, cultural, linguistical diversity, disabilities, learning styles, and family circumstances.
- Children will be acknowledged as competent and capable and be encouraged to do many things independently.
- Educators are to regularly record each child's participation and reflect upon this, including observations, photos, progress reports, personal and program reflective journals.
- Programs will provide opportunities for full participation of children with additional needs so they will experience positive outcomes from the program.
- If a child is not fully participating in the program, educators may discuss with the director any concerns that have been identified.
- NBCA will seek assistance from external professional support agencies for children and families with additional needs, as required.
- If a child has been assessed and diagnosed as having special considerations, the director may apply for external funding to help support the child whilst at the service.

## Policy Links

Policies:

- Behaviour Guidance and Self-Regulation
- Code of Conduct
- Enrolment
- Employment
- Programs and Documentation

NQS: 1.1, 4.2, 6.2 and 7.1

Regulations: 73

Sources:

- Australian Human Rights Commission Act 2004
- Early Childhood Australia 2016
- Disability Discrimination Act 1992
- Discrimination Act 1991 (ACT)

## Policy Document Status

Policy Created: September 2009

Last Reviewed: July 2024

Next Review: July 2025

Directors Signature:



Date: 1/07/2024

Committee Representative Signature:



Date: 1/07/2024

