



INCLUSION AND EQUITY POLICY

(BP)

Mandatory – Quality Area 1

POLICY

Outlets Co-operative Neighbourhood House LTD is inclusive of all children, regardless of gender, race, creed, abilities or social background, including those from Indigenous backgrounds, children from non-English speaking backgrounds and children who have an additional need.

SCOPE

This policy applies to Committee of Management, Approved Provider/CEO, Nominated Supervisor, Day-to-day Supervisor, Childcare Educators and Volunteers and those responsible for the care of the children, parent and guardians.

Relevant legislation and standards

- Age Discrimination Act 2004
- Charter of Human Rights and Responsibilities Act 2006
- Children, Youth and Families Act 2005 (Vic)
- Child Wellbeing and Safety Act 2005 (Vic)
- Dardee Boorai, the Victorian Charter of Safety and Wellbeing for Aboriginal Children and Young People (Vic)
- Disability Act 2006 (Vic)
- Disability Discrimination act 1992 (Cwth)
- Children Services Regulations (VIC) 32/2020
- Children Services Act 1996 (VIC)
- Education and Care Services National Law Act 2010 (Vic):
- Education and Care Services National Regulations:
 - National Quality Standard, Quality Area 1: Educational Program and Practice
 - National Quality Standard, Quality Area 2: Children's Health and Safety
 - National Quality Standard, Quality Area 3: Physical Environment
 - National Quality Standard, Quality Area 7: Governance and Leadership
- Charter of Human Rights and Responsibilities Act 2006 (Vic), as amended 2011
- Family Law Act 1975 (Cwth), as amended 2008 and 2011
- Occupational Health and Safety Act 2004 (Vic)
- Working with Children Act 2005 (Vic)
- Working with Children Regulations 2006 (Vic)
- Child Safe Standards
- Failure to Disclose 2014

IMPLEMENTATION

All children have the opportunity to reach their own level of development at their own pace, Staff tailor programs to meet each child's individual skills and needs.

At Outlets Co-operative Neighbourhood House LTD we strive to integrate children with special needs into our programs. These may include children with the following:

- Hearing impairment,
- Visual impairment,
- Learning disability,
- Physical disability
- Gender Challenged
- Challenging behaviours
- Gifted ability



We believe **an inclusive program** has benefits for children who have an additional need and to all children with-in the groups. The children will learn acceptance of difference and acquire an understanding of **disabilities and abilities**. The inclusion of special needs children fosters a caring community and responds to the rights of all children.

We believe fostering **cultural awareness** and experiencing diverse dress, music, dance, language, celebrations, customs. Introducing stories of 'lands' use of resource tools.

PROCEDURE

- Families must initially visit the centre with their child and spend time in the program in order for the parent and staff to determine whether the program is suitable for the child.
- We will gather as much information about the child to ensure the best program, resources and support network are accessed.
- Staff will continue to communicate with parents should circumstances change that impact the child's participation in the program.

To enable children to participate in all program activities along with their peers, staff will:

- recognise parents as having knowledge about their child's needs, abilities and interests
- communicate with outside professionals/support agencies regarding the child to gather relevant information to assess the suitability of our programs
- gather as much knowledge about the child to settle them into the routine and program
- continually observe the child, plan an appropriate program and evaluate
- use the centre's books, posters and other resources within the program
- support each child's growth and development
- to research and continually gain up to date information on children with additional needs
- to attend relevant professional development

SOURCES

Education and Care Services National Regulations National Quality Standard

FKA- Children Resources

Inclusion Program (Cwth)

Early Childhood Management ELAA

Victorian Inclusions Agency www.viac.com.au

ATTACHMENTS

AUTHORISATION

This policy was adopted by the Approved Provider of Outlets Co-operative Neighbourhood house LTD on 12/2/2021

REVIEW DATE: 23/05/2023