

# Edgeworth Child Care Centre Inc.

## Anti - Bias Policy

### Aim

In conjunction with the Edgeworth Child Care Centre philosophy and aims, the service strives to respect and demonstrate awareness and appreciation for each individual's uniqueness of background (including age, culture, religion, gender, special needs or socio-economic background).

### Legislative Requirements

Education and Care Services National Law Act 2010  
Education and Care Services National Regulations 2011  
Anti- Discrimination Act 1977

### Who is affected by this policy?

Educator  
Children  
Staff  
Families  
Management

### Implementation

In order to achieve this, educators/staff will:

- Aim to develop in the children the ability to recognise bias and the confidence to challenge or address bias towards themselves and others. This will also be supported by developing positive attitudes (appreciation) and respect for themselves and others regardless of similarities or differences.
- Encourage appreciation of differences by using resource services, materials, books, posters in the environment, to help children explore and understand these differences and similarities. This will include planned and spontaneous experiences.
- Access resources and information to support delivery of anti-bias concepts in the program, as well as attend training as required.
- Review and reflect on practices and attitudes to ensure they match with philosophy, goals and aims.
- Work with families to help share these attitudes and values and seek their contribution into policies and practices in the service.
- Ensure that any casual educator/staff is aware of these practices and reflect these values.
- Respect the background of each individual in relation to gender, race, culture or religion.  
NB: Please see specific policies for gender, inclusion, additional needs and multiculturalism.

**The Approved Provider/Nominated Supervisor will ensure that this policy is maintained and implemented at all times.**

## Sources

Education and Care Services National Law Act 2010

Education and Care Services National Regulations 2011

Guide to the National Quality Standard 2011

KU Children's Services Inclusion Support [www.ku.com.au/inclusion-support/](http://www.ku.com.au/inclusion-support/)

Retrieved 26 10 16

Early Childhood Australia [www.earlychildhoodaustralia.org.au](http://www.earlychildhoodaustralia.org.au) Retrieved 26 10 17

Anti-Discrimination Act 1977

## Review

The policy will be reviewed annually. Review will be conducted by management, employees, parents and any interested parties.

Reviewed: 26 October 2016

Date for next review: October 2017