

# Edgeworth Child Care Centre Inc.

## Gender Bias Policy

### Aim

In conjunction with the service's philosophy and aims, Edgeworth Child Care Centre strives to respect and demonstrate awareness and appreciation for each individual regardless of their gender.

### Legislative Requirements

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

### Who is affected by this policy?

Educators  
Child  
Staff  
Families  
Management

### Implementation

In order to achieve this Educators/Staff will:

Respect all individuals equally and provide equal opportunity for each child to develop their full potential, regardless of gender.

Educators/Staff will show respect for different child rearing practices which occur in other cultures. Educators/Staff will work with families to address these and also discuss the value of different experiences with the Parent/Guardians.

Educators/Staff will access information, resources, support and ideas from outside agencies to enhance the program, and environment to help demonstrate and encourage anti-bias to gender. Educators/Staff will use these resources to help children recognise and challenge bias.

Educators/Staff will provide equal opportunities for all children to participate in all areas of the program, and demonstrate anti-bias towards gender through their interactions.

Educators/Staff will reflect on their attitudes and practices as well as undertake training as required to support anti-bias policies.

**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

National Quality Standards 2011

Anti Discrimination Act 1977

KU Childrens 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 16

## 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