

# Multicultural, Inclusion & Anti-Bias Policy

Peak Sport and Learning welcomes families of all nationalities, religions and special needs. Peak Sports and Learning will provide support, information and consideration to all families to ensure acceptance is developed. This structure, planning and implementation of children’s programs shall reflect multicultural and multilingual nature of Australian society.

## Considerations

Education and Care Services National Regulations	National Quality Standard/s	Other Service policies/documentation	Other
	Quality Area 1 Quality Area 6	-	

## Procedures

- Ensure staff actively encourage all children to show empathy and self confidence, irrespective of gender and other differences.
- Develop interest and respect in different cultural backgrounds via books, media, music and videos.
- Staff and children discuss gender or other bias in children’s play and in their relationship with one another.
- To help develop views about stereotyping, staff encourage children to critically evaluate text and images in books, films, advertisements and other media.
- All displays, posters, children’s books and other materials are monitored to ensure they are inclusive of all people.
- Maintain and learn community languages.
- Staff monitor children’s play and learning to prevent the development of inequity in children’s relationships.
- To increase their own self-awareness, staff actively monitor their responses and behaviours for biases.
- To appreciate other perspectives, languages and values of cultures in the community to ensure effective inclusion and acceptance of all children in the service.
- Peak Sports and Learning will consult with community groups and relevant agencies to develop equitable and culturally relevant programs to support staff in promoting an inclusive atmosphere for all children.

## Version Control Table

Version Control	Date Released	Next Review	Approved by	Amendment
1	Jan 2014	March 2018	Directors	Amendments to procedures as needed annually.
2	March 2018	March 2019	Directors	Version Control table introduced. Rewritten and edited to reflect 2018 updated Quality Standards.
3	March 2020	September 2022	Directors	Reviewed with no amendments. Moved to new document review timeline.