

***Rationale/Aim:***

All children, family and staff of the Gunnedah Preschool have a right to be treated equitably, have the same opportunities for participation and decision making and to be accepted as valued members of the community. No person should be discriminated against regardless of ability, gender, religion, culture, family structure or economic status.

The Gunnedah Preschool provides a service based on the individual's rights and social justice principles. Staff and clients of the service are valued for their differences. The centre works toward creating equity by challenging biases and shifting the imbalance of power.

***Relevant Legislation/Related Documents/References:***

- Education & Care Services National Regulations 2014
- National Quality Standards
- Children (Education and Care Services National Law Application) Act 2010
- Community Child Care Co-Operative [www.ccccnsw.org.au](http://www.ccccnsw.org.au)
- Childcare Centre Desktop [www.childcarecentredesktop.com](http://www.childcarecentredesktop.com)
- Anti-Discrimination Act 1977
- Children's Services Regulation 2004 (Part 6 Div1 Clauses 64-66)
- Disability Discrimination Act 1992
- Children and Young Persons (Care & Protection) Act 1998
- Australian Early Childhood Association Code of Ethics

***Procedures/Strategies:*****Additional Needs**

The abilities and requirements of additional need children vary greatly. The Gunnedah Preschool gives special consideration to these children's access to the programme. The number of children, and the number of sessions they are able to attend, will depend upon the preschool having adequate physical and human resources to allow all enrolled children to participate and be adequately cared for. The Director will maintain awareness of the number of children with additional needs attending the Centre, as well as staff ability to cope with these children, and will monitor any placements. The Directors decision may be made in consultation with:

1. The parents, committee and any staff on whom the enrolment will impact
2. Relevant funding bodies and/or other supporting agencies

All available funding will be sought to provide for additional need children. Funding received will be spent in accordance with the child's individual needs, the requirements of the funding body and at the discretion of the Director. Although additional need children are able to use existing equipment it may be necessary to provide specialised resources. These may be purchased or borrowed through various specialist organisations. The preschool will maintain links with departments and agencies that support additional need children, in order to enhance access to their resources and services, and ensure smooth transition between services.

The preschool will maintain a physical environment which allows access, giving particular consideration to the accessibility of the building and playground and suitable toilet facilities. Human resources will also be maintained with trained staff, who regularly attends in-service training related to additional needs, being employed.

### **Aboriginal & Torres Strait Islanders**

Local children growing up within the Aboriginal community are often disadvantaged. The Gunnedah Preschool therefore encourages and actively seeks the involvement of Aboriginal & Torres Strait Islander children. All available funding is sought and is spent in accordance with the needs of the children, the requirements of the funding body and at the discretion of the Director. Access is provided by employing indigenous staff, providing transport to and from Preschool and maintaining links with the local indigenous community. Indigenous and Cultural Awareness training is undertaken by staff whenever it is available, practical and affordable to attend. Indigenous funds are allocated to these provisions.

### **Culturally and Linguistically Different**

The Gunnedah Preschool aims to provide a service which is accessible to and appropriate for children of non-English speaking background. Contact numbers for interpretive services are available and where possible, parent information will be translated into other languages. Staff are available to assist with the completion of forms and to discuss any particular requirements of the family and the child. Funding is sought to assist with access where possible. Links with the Dept of Education and multi-cultural libraries are maintained to provide resources, enhance service provision and implement transition to school.

### **Exceptional circumstances**

Refer to Work Health and Safety policy re access for children where there may be a risk to the safety or wellbeing of staff and/or clients of the centre.

**Evaluation:** Inclusion of all children in the service will be treated fairly. Gunnedah Preschool aims to provide a service based on the individual's rights and social justice principles while being free from discrimination.

### **Endorsement:**

Policy signed: .....

Date: .....

Name: .....

Position: .....

### **Review:**

Review date: November 2019