

## **Inclusion Policy**

St Pius X OSHC is committed to providing an environment with activities and experiences, which encourage ALL children to learn, extend their skills and have fun! The service will offer care for children from diverse cultural, linguistic and economic backgrounds and for children with varying developmental, physical and intellectual abilities. The program will be developed to accommodate the needs of all children in care. The service will actively promote the positive aspects of diversity and encourage acceptance and appreciation of individual differences. Staff will respect individual differences and treat everyone without bias, prejudice or reference to stereotyping and will encourage the children to do so too.

### **How the policy will be implemented:**

- The individuality of all children and staff will be respected
- The service is respectful of staff, children and families from culturally and linguistically diverse backgrounds and structures the program to assist these individuals wherever possible
- Programming will be inclusive of individual's cultural needs and differences as much as possible; diversity will be celebrated. This assists children in understanding and appreciating cultural diversity.
- The service will actively seek input from cultural identities within its local community
- Children and staff with disabilities and additional needs will be included into the service once appropriate levels of support to facilitate effective inclusion are available. This may include some physical facilities, specialised staff training, and additional staff.
- A positive relationship is formed with parents of children with additional needs to learn more about the child, his/her requirements and the expectations of the family.
- Staff will help children to show understanding, acceptance and respect for individual differences by role modeling and using opportunities such as informal discussions during play to address issues of fairness and justice.
- Staff will encourage children to communicate with each other respectfully and be fair to one another
- Staff will interact with children without bias, prejudice or reference to any stereotype and will avoid making comparisons between children.
- Strategies for staff to reduce bias and prejudice in the service, will be included in the Staff Handbook.
- A statement of inclusion will be handed out to all guests and activity providers.
- The service will programme equitably for boys and girls and where possible offer opportunities for activities to be done individually or in groups, providing the children with choice within the service
- The service identifies and encourages children's differing special qualities to ensure that programming enables each child to succeed
- Resources will be monitored within the service to ensure that there is no evidence of stereotyping, bias and discrimination.
- To ensure that ALL children are receiving optimal care within the service staff will participate in professional development and have ready access to reference materials within the service