

INCLUSION AND BIAS POLICY

At Carol Murray Children's we believe each child and family should feel welcomed and respected, and we will provide opportunity for all children to be involved in learning experiences.

STAFF

- Staff will model appropriate language behaviour and attitude
- Staff will be aware of the range of child rearing practises of different cultures and groups within our society
- Staff will consult with families concerning issues of gender balance and equity
- Resources
 - will be not stereotyped
 - will be sourced in languages other than English where appropriate
- Staff and children will develop a respect for and appreciation of the diverse nature of their communities.

This will include:

- (a) Valuing and respecting the Cultural and Linguistic backgrounds of families, staff and communities.
- (b) Meeting individual cultural needs and interests of all children and staff.
- (c) Including children with additional needs meaning: children with language problems, health concerns, epilepsy, eczema and allergies, risk of abuse and neglect, challenging behaviours and gifted or talented, children from low socio-economic backgrounds, English as a second language.
- (d) Incorporating diversity into the programme.
- (e) Encouraging children to become aware of and understand fairness.

Source: DECD: Education: Curriculum: Early Years
Belonging Being Becoming: National Early Years Curriculum Framework