

## MULTICULTURAL POLICY

Related Quality Area	QA1: Educational Program and Practice QA3: Physical Environment QA5: Relationships with Children QA6: Collaborative Partnerships with Families
Related Policies	Additional Needs Policy Anti-Bias and Inclusion Policy Respect for Children Policy Interaction with Children, Family and Staff Policy

### PURPOSE

Australia is a very multicultural society. At Nightcliff Family Centre, we recognise cultural and ethnic diversity as a positive part of being Australian and lead children in recognising and respecting similarities and differences amongst cultures. The varying cultural beliefs represented within the Centre and wider community help to form the foundation of the program being implemented to ensure we have an inclusive environment for all children and staff of all backgrounds. The Centre promotes affirmative attitudes, concepts and beliefs towards the acceptance of diversity and different cultures. Respect for diversity is a key element of quality care. Recognising, understanding and respecting cultural practices and beliefs is essential for the development of identity and self-esteem.

### SCOPE

This policy applies to children, families, staff, management, and visitors of the Centre.

### IMPLEMENTATION

Management/Nominated Supervisor/Responsible Person will ensure:

- All children and families are treated equally and fairly and with respect at all times.
- The Centre creates and maintains links with local cultural communities.
- A sense of inclusion for all families is embraced within the Centre.
- There is specific programming and cultural awareness activities and experiences, identifying similarities and differences and learning about a variety of cultural celebrations.
- The Centre builds and maintains cultural resources to appropriately reflect cultures within the Centre and community.
- Children, families, and staff respect and value others, including those who are different from themselves.
- Children, staff and families' cultural backgrounds are reflected in developing routines and programs consistent with best practice and that allow positive outcomes for all stakeholders.
- Communication for families can be translated into their home language as required.
- The strengths and capacities of the educators are utilised, and there are opportunities for educators to share their knowledge about cultural diversity.
- The unique cultural and social perspectives of each family are acknowledged.
- That all children and families have equal access to the Centre and are welcomed and respected regardless of race, culture, colour of skin, socio-economic status, ability, family composition, belief systems or lifestyles.
- Positive attitudes are role-modelled towards differences in appearance, culture, and lifestyle.
- Specific programming develops intercultural understanding and awareness, identifying similarities and differences and learning about a variety of cultural celebrations.

There is engagement with Aboriginal and Torres Strait Islander people about how to embed Aboriginal and Torres Strait Islander perspectives into the philosophy of our Service and the planning and implementation of the curriculum

- Adherence to the Code of Ethics.

#### Educators will:

- Encourage children to respect and value others, including those who are different from themselves.
- Ensure children do not exclude others on the basis of differences such as race, sex or ability.
- Ensure that the self-identity of each child is valued and respected.
- Encourage children to explore and accept diversity.
- Challenge bias and stereotypes.
- Provide an inclusive environment.
- Address bias or comments about differences and treat them as an opportunity to increase children’s understanding.
- Model inclusive practices.
- Use unbiased language: Avoid racist, sexist, discriminatory, and/or stereotyped remarks or comments.
- Ensure own interactions are caring and responsive to all children in the Centre.
- Demonstrate respect for all children and families.
- Ensure all displays, posters, children’s books, and other materials are monitored to ensure they are inclusive of all people.
- Be sensitive to specific cultural behaviour or dress, which may be different to their own.
- Ensure each child’s current knowledge, ideas, culture, abilities, and interests are consistently, actively and appropriately incorporated into all aspects of the program

Develop a deep understanding of the culture and language of the Centre families and of the broader community, without compromising their cultural identities.

**POLICY REVIEW:** This policy will be reviewed biannually unless there are any regulatory or legislative requirements and/or any feedback from staff, parents and the community.

#### REVIEW

POLICY REVIEWED	August 2021	NEXT REVIEW DATE	August 2023
MODIFICATIONS	<ul style="list-style-type: none"> <li>• No Modifications</li> </ul>		
POLICY REVIEWED	August 2023	NEXT REVIEW DATE	August 2025
MODIFICATIONS	<ul style="list-style-type: none"> <li>• No Modifications</li> </ul>		
POLICY REVIEWED	December 2025	NEXT REVIEW DATE	December 2027
MODIFICATIONS	<ul style="list-style-type: none"> <li>• Two new additions in implementation</li> <li>• General formatting, flow and punctuation</li> </ul>		