Para Hills West Preschool

Anti-Bias and Equity Statement

Para Hills West Preschool promotes a high quality, inclusive program and environment that recognises and celebrates the uniqueness and potential of every child, recognising what each individual brings with them, can contribute (skills, experiences, knowledge, culture, competences and dispositions) to the community and builds each child’s self-esteem, sense of wellbeing. Educators are committed to equity and believe in the capacity of all children to succeed regardless of their circumstances or abilities. We believe that children need to develop a positive view and respect of themselves so that they can respect, trust and engage with others in socially acceptable, responsible and equitable ways.

Educators recognise and respond proactively and positively to overcome barriers (including those experienced due to race, ability, culture, language, socio-economic status, family circumstance/ care status, location, gender or a combination of factors) that can impact on children thriving and achieving success and actively challenge practices that can contribute to inequalities, prejudice, stereotyping, exclusion or difficulties accessing, participating, engaging, being heard or decision making. The staff team recognise and value diversity and the richness that it brings to the Preschool community and actively support children to explore, respect and respond positively and fairly to diversity but also to acknowledge similarities and to develop social and emotional competencies that support inclusion and a sense of belonging for all.

Educators take time to get to develop their professional knowledge of each child, including recognising their experiences, ways of being, interests, needs, views, abilities and strengths, and to work in partnership with families, communities and other services to ensure that all children feel recognised, secure, connected and to foster a sense of ‘Belonging, Being and Becoming’ (Early Years Learning Framework for Australia).

The Preschool values, policies, program, environment and practices aim to foster harmony amongst children and in the community by

- Providing opportunities to support the active participation by all based on children’s interests and ensure that the child’s voice is heard and recognised (including programming from children’s interests, resources reflecting interests and the
identities of children, active involvement in assessment and evaluation processes, representation in displays and documentation, etc).

- Providing children with opportunities, environments, resources and programs to explore and expand their knowledge and awareness of themselves and others (including appreciation of gender; physical, cultural, emotional self; language; traditions and race), including expressing and sharing, recognising and valuing their own opinions, ideas, experiences and views and those of others.
- Listening to and responding to children (interests, needs, strengths, ideas and culture) and providing developmentally appropriate learning experiences that reflect individual children but also reflect the diversity of modern society, as a basis for planning and programming.
- Supporting children’s social development, cooperation, interaction and positive engagement in social contexts
- Developing children’s awareness of themselves, their community and the wider world through discussions, stories, songs, celebrations, art, dramatic play and other experiences
- Supporting children’s social and emotional skills so that they are able to acknowledge their own feelings and those of others and to develop strategies to manage, regulate and respond positively to their own emotions and to avoid and overcome conflicts amicably.
- Responding proactively to children and implementing specialist programs, providing additional or targeted support and resources and accessing specialist services (i.e. bi-lingual support) to ensure that membership and participation in the Preschool community is not limited and that each child can achieve to their potential.
- Working in partnership with families and encouraging effective and open communication, active involvement and sharing of knowledge, information, experience and events/ celebrations, customs and traditions.

*We encourage all children to be friends at the Preschool but acknowledge that this is not always possible but we do insist that children behave in a **friendly** manner towards others (respectful, polite, helpful, kind, considerate, caring).*