

Mawson Lakes School - OSHC

Policy Statement on Diversity & Inclusion – Equal Opportunity

The Mawson Lakes School OSHC Service is committed to the principles of Equal Opportunity in relation to community access to the service and the appointment of staff. Individuals will be treated with respect regardless of their gender, race, religion, age, impairment or disability, marital status, pregnancy, sexuality, political conviction, family responsibility or family status. The service will actively promote the positive aspects of diversity and encourage acceptance and appreciation of individual differences. Out of School Hours Care will be made available to the community in accordance with the Commonwealth 'Priority of Access Guidelines'.

HOW POLICY WILL BE IMPLEMENTED (specific policies and procedures)

- The Service will keep up-to-date information regarding Equal Opportunity legislation, multicultural policies and gender equity policies, which will be made available to staff, parents and management committee members.
 - Parents and staff will be given clear instructions about the Commonwealth 'Priority of Access Guidelines' (see 'Access to the Service' policy).
 - Equal Opportunity principles are an integral part of the Service's daily programs and routines. Children will be given positive experiences which encourage equal opportunity. Programs will be culturally inclusive and will actively include opportunities for the children to experience and value diversity of culture, gender roles, ability/disability and/or impairment.
 - The planning and delivery of the service will reflect the cultural and linguistic diversity of the local and wider community.
 - Educators will respect individual children and their families and treat them accordingly. They will take into account individual differences in language, attitudes, abilities, assumptions and expectations in the activities they provide and promote active participation of all children.
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- Children who have a disability will not be discriminated against and will have access to the Service where:
 - a place exists
 - they meet the required priority of access guidelines
 - the child can be cared for within existing or available resources.
 - All educators will be selected and employed according to equal opportunity guidelines. Applicants with a disability who apply for advertised positions will be assessed according to the selection criteria and will not be discriminated against because of their disability.

- Grievance procedures for the service are available to staff (see Management and Staffing Policies). At the beginning of their employment, during orientation, the Director will provide relevant information to educators about the procedures to be followed in the event of harassment or discrimination in the workplace.
- Grievance procedures for the service are available to parents (see Management Policies). During enrolment the Director will provide relevant information to parents concerning procedures to be followed in the event of harassment or discrimination.