



# **THE PARKS PRE-PRIMARY**

## **INCLUSION & DIVERSITY POLICY**





### 1. Policy Statement:

The Parks Pre-Primary is committed to fostering an inclusive and diverse environment that values and celebrates the uniqueness of every child and family. We believe that diversity enriches our learning community and promotes respect, empathy, and understanding among all individuals.

### 2. Inclusive Environment:

- We strive to create an inclusive environment where all children, regardless of their backgrounds, cultures, or identities, feel welcome, valued, and supported.
- We provide equal opportunities for participation, learning, and engagement for all children.

### 3. Respect for Diversity:

- We promote respect for diversity by embracing and celebrating differences in race, ethnicity, religion, language, gender, socio-economic status, family structure, and abilities.
- We encourage children to appreciate and learn from different cultures, traditions, and perspectives.

### 4. Anti-Discrimination:

- We have zero tolerance for any form of discrimination, harassment, or bullying based on race, ethnicity, religion, gender, disability, or any other protected characteristic.
- We ensure that all children are treated fairly and their individual needs are met.

### 5. Curriculum and Resources:

- Our curriculum reflects and respects the diversity of our children and families.
- We incorporate diverse books, materials, and resources that promote inclusivity, challenge stereotypes, and provide positive representations.

### 6. Language and Communication:

- We value and respect the languages spoken by our children and families.
- We encourage the use of multiple languages and provide support for children who are learning English as an additional language.

### 7. Staff Training and Professional Development:

- Our staff members receive training and professional development on inclusion, diversity, and cultural competence.
- They are equipped with knowledge and skills to create an inclusive environment, address bias, and support the unique needs of all children.

### 8. Family Engagement:

- We actively involve parents and families in our efforts to promote inclusion and diversity.
- We value their input, perspectives, and contributions to enrich our learning community.

### 9. Accessibility:

- We strive to ensure that our physical environment, facilities, and resources are accessible to all children, including those with disabilities.
- We make reasonable accommodations to meet the individual needs of children with disabilities.





#### 10. Collaboration and Partnerships:

- We collaborate with external organisations, professionals, and community resources to support inclusion and diversity initiatives.
- We seek partnerships that promote understanding, acceptance, and inclusivity in our broader community.

#### 11. Continuous Improvement:

- We regularly review and evaluate our inclusion and diversity policy to ensure its effectiveness.
- Feedback from staff, parents, children, and the wider community is welcomed and considered for continuous improvement.

