

**POLICY STATEMENT:**

Mallee COGS is committed to the principles of Equal Opportunity, Equity and Diversity in relation to community access to the Service and the appointment of staff. Individuals are treated with respect regardless of their gender, race, religion, age, impairment, marital status, political conviction, pregnancy, family responsibility or family status. The Service actively promotes the positive aspects of diversity and encourages acceptance and appreciation of individual differences. Childcare is made available to the community in accordance with the Commonwealth "Priority of Access Guidelines".

For the purpose of this Policy, "parents" includes parents, guardians and families.

**Rationale:**

Parents and children have the right to equality of access to care, and staff have the right to equal employment opportunity.

**Children need:**

- Equal access and rights regardless of gender, race, religion, impairment, family status, age.

**Parents need:**

- Equal access and rights for children regardless of parent's gender, race, religion, impairment, marital status, political conviction, pregnancy, family responsibility, family status;
- Priority of access within Commonwealth Priority of Access Guidelines.

**Staff need:**

- Equal employment opportunities regardless of gender, marital status, pregnancy, race, religion, political conviction, impairment, family responsibility or status and age;  
Protection from harassment due to gender, race or impairment.

**COGS Management Requires:**

- Shall be representative of the local communities in which the Service is located;
- Has the responsibility to maintain an equal balance between sound management practices and individual rights.

## National Quality Framework:

QA5 Relationships with Children		
<b>Standard 5.1</b>	<b>Relationships between educators and children</b>	<b>Respectful and equitable relationships are maintained with each child.</b>
Element 5.1.2	Dignity and rights of the child	The dignity and rights of every child are maintained.
<b>Standard 5.2</b>	<b>Relationships between children</b>	<b>Each child is supported to build and maintain sensitive and responsive relationships</b>
Element 5.2.1	Collaborative learning	Children are supported to collaborate, learn from and help each other.

QA6 Collaborative Partnerships with families and communities		
<b>Standard 6.1</b>	<b>Supportive relationships with families</b>	<b>Collaborative partnerships with families and communities</b>
Element 6.1.1	Engagement with the service	Families are supported from enrolment to be involved in the service and contribute to service decisions.
Element 6.1.2	Parent views are respected	The expertise, culture, values and beliefs of families are respected and families share in decision-making about their child's learning and wellbeing.
<b>Standard 6.2</b>	<b>Collaborative partnerships</b>	<b>Collaborative partnerships enhance children's inclusion, learning and wellbeing.</b>
Element 6.2.2	Access and participation	Effective partnerships support children's access, inclusion and participation in the program.

## Legislation:

International Rights of the Child

Equal Opportunity Act 1984

Disability Discrimination Act 1992 (Commonwealth);

Anti-Discrimination Act 2004

Anti-Bias Curriculum Derman-Sparks & A.B.C. Task Force 1989

Priority of Access Guidelines (Commonwealth - Instruction Sheet 10)

Policy Name and Version No.	Equal Opportunity and Anti-Discrimination Policy V1.3
Current Policy Review Date and Resolution No.	June 18 - 04/0618
Next Policy Review Date	June 2020
Next Policy Review Date	May 2020
Responsibility	Child Care Coordinator