



## Anti- Racism Policy

Quality Area 1: Educational Program and Practice

### Policy Statement

This policy reflects our collective commitment to eliminate all forms of racial discrimination in our Preschool. It applies to all employees, children and volunteers and has implications for our preschool school community.

Tathra Preschool rejects all forms of racism. We are committed to the elimination of racial discrimination in our Preschool – including direct and indirect racism, racial vilification, and harassment – in all aspects of our learning and working environment. No child, employee, parent, caregiver, or community member should experience racism within the learning or working environment of our Preschool.

Eradicating expressions of racism in learning and working environments, and challenging the attitudes that allow them to emerge, is the shared responsibility of all preschool staff. All teaching and non-teaching staff contribute to the eradication of racism by promoting acceptance of Australia's cultural, linguistic, and religious diversity, challenging prejudiced attitudes, and ensuring that sanctions are applied against racist and discriminatory behaviours.

### Policy Goals

Policy and Procedures are developed to ensure cultural safety and well-being of all employees, children, families, and stakeholders within our preschool community.

Our goals reflect our philosophy and curriculum decision making in action “*we support the learning and well-being of children and families embracing individual and cultural diversity in a nurturing environment* “. At Tathra Preschool we:

- Actively challenge bias and racism
- Acknowledge, promote and respect individual and cultural diversity within our preschool and wider community.

## Strategies What will we do?

- We will engage in partnerships with all stakeholders to embrace and embed this anti-racism policy in all aspects of service provision.
- This policy will actively inform induction for employees, committee members, students, and volunteers.
- We will engage pedagogical conversations that embrace the principles of, anti-bias, anti-racism and social justice which shape the way teachers/educators teach, think, and reflect.
- Provide learning experiences and curriculum decision making that challenges bias and actively embraces diversity.

## Role and Responsibilities

### Approved Provider will

- Designate the Nominated Supervisor to fulfill the role of anti-racism contact officer.
- Ensure PD and training is provided to the anti-racism officer.

### Nominated Supervisor will:

- Ensure that Tathra Preschool Complaint Handling and Feedback Policy provides a standard approach to resolving complaints about racism.
- Provide timely and professional response to complaints regarding racism.
- Actively implement and monitor this policy.
- Develop and embed anti-racism strategies in all aspects of curriculum making and service provision.
- Provide opportunities for pedagogical conversations that embrace the principles of anti-bias, anti-racism, and social justice.

- Examine practices and procedures to ensure they are consistent with the policy.
- Ensure the availability of anti-racism training and PD for all staff.
- Examine and reflect on our educational practices and procedures to ensure they are consistent with this policy.

### **Early Childhood Educators will:**

- Monitor their own behaviour to ensure that it does not result in anyone experiencing racism.
- Support children to develop an understanding of racism and discrimination and the impact on individuals and the broader community.
- Implement and document anti-racism education strategies in our preschool curriculum.
- Encourage and support children to interact peacefully and collaboratively, express empathy for others.
- Actively challenge bias and promote empowerment.
- Provide learning experiences and resources to provoke thinking and actively challenge bias.

### **Families will:**

- Feel confident to use Tathra Complaint handling and Feedback policy to raise incidents about racism.

## Monitor, Evaluation and Review

This policy will be monitored to ensure compliance with legislative requirements and unless deemed necessary through the identification of practice gaps, the preschool will review this Policy every 3 years.

Families and staff are essential stakeholders in the policy review process and will be given opportunity and encouragement to be actively involved.

In accordance with R. 172 of the Education and Care Services National Regulations, the service will ensure that families of children enrolled at the service are notified at least 14 days before making any change to a policy or procedure that may have significant impact on the provision of education and care to any child enrolled at the Preschool; a family's ability to utilise the service; the fees charged or the way in which fees are collected.

### Relevant Legislation

- The [NSW Anti-Discrimination Act \(1977\)](#)[External link](#) along with the [Commonwealth Racial Discrimination Act \(1975\)](#)[External link](#) make racial discrimination and vilification illegal in New South Wales. These Acts provide the legislative context and foundation for Tathra Preschool Anti-Racism Policy.
- The [Multicultural NSW Act \(2000\)](#)

### Guidelines, Standards and Frameworks

- National Quality Standard for Early Childhood Education and Care and School Age Care – Element 1.1.1; 1.2.1; 1.2.2; 1.2.3; 2.1.1; 4.2.1; 4.2.2; 5.1.1; 5.1.2; 6.2.2.
- Early Years Learning Framework (2009): Outcome 1, 2, 3  
[OCHRE: Two years on. Learning together, working together, walking together \(2015\)](#)
- United Nations Convention on the Rights of the Child

## Sources and References

- 2021, Community Early Learning Australia (CELA).
- Australian Children’s Education and Care Quality Authority (ACECQA) – [www.acecqa.gov.au](http://www.acecqa.gov.au)
- Early Years Learning Framework V2.0 (DEEWR, 2023)

## Updated

April 2024

## Review Date

2027 or when procedure, practice, or legislation changes.