



Equity (Eliminating Prejudice and Bias)

Policy No:	20 (3.4)	Version:	2 (July 2018)
Responsibility:	School Chair	Scheduled Review Date:	August 2022

1.0 Purpose

The policy aims to ensure that all at Tarremah Steiner School are treated equitably and valued as individuals. The School endeavours to create an equitable environment for children, their families and staff through the minimising of bias, prejudice and discrimination.

2.0 Policy Statement

All children and staff have the right to be treated equally in our society and be in an environment where there is acceptance and respect for similarities and differences in the culture, gender, sexuality, ability and beliefs of others.

3.0 Policy Elements.

All members of the Tarremah community have the right to be treated equitably and the responsibility to treat others equitably.

Prejudice, discrimination or bias in any form is unacceptable at Tarremah and contrary to the spirit and intent of this policy.

4.0 Procedure

At Tarremah, we endeavour to create an environment of equity by:

- Encouraging reflective practice of staff on their own attitudes and interactions with children and their families.
- Providing parents with information on the School's philosophy and program.
- Being open to suggestions and input from parents/children on activities and experiences.

- Including cultural diversity in the program through planned activities, visitors and experiences, enabling children to experience and value diversity of culture, gender roles, ability/disability and/or impairment.
- Staff modelling respectful behaviour and acceptance of difference through their interactions with others and choice of language.
- Staff communicating respectfully and sensitively with other staff, families and children in relation to their attitudes, beliefs, abilities and cultural background.
- Staff encouraging and guiding children's play, interactions and activities that develop and support acceptance and tolerance of others.
- Staff being familiar with and supportive of additional needs of children attending the school.
- The planning and delivery of the curriculum to reflect the cultural and linguistic diversity of the local and wider community.
- Children who have a disability not being discriminated against and having access to the service, providing:
 - A place exists
 - They meet the required access guidelines (see list of related document below)
 - The child can be cared for within existing or available resources.
- All staff will be selected and employed according to the Equal Employment Opportunity Policy.
- Grievance procedures will be made available to staff.
- Grievance procedures will be made available to parents.

5.0 Responsibilities

- School Executive

6.0 Related Documents

- Grievance Policy
- Equal Employment Opportunity Policy
- Disability (Access to Premises – Buildings) Standards 2010. Disability discrimination Act 1992

7.0 Reference/Legislation

- Age Discrimination Act 2004
- Australian Human Rights Commission Act 1986
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Tasmania Anti-Discrimination Act 1998 (TAS)

8.0 Contact Point

School Chair

8.0 Authorization

Executive:

Council:

Name:

Date: