

Gender Equity

Policy Statement

We aim to help children develop their full potential regardless of their gender. All children will be treated in the same manner and provided with the same access to all materials and equipment. Additionally, staff employment and roles within the Service will not be determined based on bias or discrimination in terms of a person's gender. Kids Biz OSHC is an equal opportunities workplace and gender discrimination is taken very seriously.

Policy Considerations

- National Quality Standards/Elements: 4.2 (Professionalism), 5.1 (Relationships between educators and children), 6.1.2 (Parent views are respected)
- Anti-Discrimination Act

Procedure

- Staff shall accept and value every parent and child regardless of gender or ability.
- Staff are to be aware of the way in which they treat individual children in regards to language, attitudes, assumption and expectation, and will treat all children in the same manner regardless of gender.
- Staff are to be aware of the way in which they treat individual parents and each other in regards to language, attitudes, assumption and expectation, and will treat all people in the same manner regardless of gender or lifestyle.
- The Service will present positive experiences for the children, which are not based on gender role stereotypes.
- All children will be encouraged to try a variety of activities regardless of gender.
- Resource materials used in the Service, will as far as possible be non-stereotyped.
- Staff will provide a range of equipment, which is non-gender-bias and meets the needs of the children.
- Staff should act as positive role models encouraging children to be involved in activities commonly stereotyped for the opposite gender.
- Staff will be actively involved in a variety of activities regardless of gender.
- Every effort will be made to employ staff, relief staff and volunteers of both genders.

Document Version Control

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05/12/2018	Full review
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