



Diversity & Inclusion Policy

Philosophy Statement

Epic Holiday Camps are committed to creating a fun and safe environment for school-aged children to enjoy meaningful **real-world experiences** to remember forever. With a focus on **learning through play**, we offer exciting **age-matched activities** to support children in gaining confidence, developing their identity and enhancing their **health and wellbeing**. Organisational culture is important to us and we strive to build teams of motivated, fun and **engaging teachers** who children and families can **respect and trust**. Effective communication with children and their families underpins everything we do, ensuring we foster respectful relationships and **continually improve** our program delivery.

Policy Rationale

EPIC Holiday Camps are conscious that children can have additional needs on an ongoing, temporary or recurring basis. This may be due to having a disability, living in complex or vulnerable circumstances or where particular considerations due to cultural, linguistic or family backgrounds are present.

The EPIC Holiday Camp program includes inclusive practices where educators make thoughtful decisions in partnerships with families and relevant professionals to ensure that all children, regardless of abilities, have the genuine ability to participate in the education and care program at all times. Planned programs are designed to include all children of all abilities, rather than planning alternative or separate experiences for any child where possible.

EPIC Holiday Camp aims to work collaboratively with families and professionals to develop inclusion plans based on the child's individual needs and interests. Individual adaptive equipment may be required along with specific behavior guidance plans, individual routines, support and program strategies and potentially additional training for educators working directly with the child.

Policy Objectives

- All children have equal access to equipment, resources and play spaces within the service.
- The service will ensure that we provide wide section of all toys and materials.
- The service will incorporate awareness of diversity in its programs.
- Our service environment will reflect the value of diversity.
- The service includes children with high support needs, including children with physical disabilities, language, learning difficulties or health concerns.



Procedures

The staff team has the responsibility to ensure that:

- They actively promote inclusion in their interactions with children, adults and other staff members.
- They encourage fairness in children's play and recreation.
- The service displays posters and other materials which portray diversity and inclusion.
- Children are encouraged to participate in all experiences provided in the program.
- They acknowledge and value diversity.
- They encourage children to recognise discrimination and prejudice, and demonstrate ways to challenge it.
- They will role model appropriate ways to challenge bias, prejudice and discrimination.

References:

ACECQA National Quality Framework Resource Kit (2012)

Quality Area 1 – Educational Program and Practice.

Quality Area 2 – Children's health and safety.

Quality Area 5 – Relationships with children.

Quality Area 6 – Collaborative partnerships with families and communities.

Education and Care Services National Regulations (2011), R 73, 74.

Education and Care Services National Law Act (2010), S168.