

# Gender Equity Policy

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To create an environment that supports, reflects and promotes equitable and inclusive behaviours and practices, and respects individuals and groups of people, it is crucial that as a Service we examine its value and belief systems.

## National Quality Standards (NQS)

Quality Area 5: Relationships with children	
5.1	Respectful and equitable relationships are developed and maintained with each child.
5.1.1	Interactions with each child are warm, responsive and build trusting relationships.
5.2	Each child is supported to build and maintain sensitive and responsive relationships with other children and adults.
5.2.3	The dignity and rights of every child are maintained at all times.

## Education and Care Services National Regulations

155	Interactions with children
156	Relationships in groups

## Early Years Learning Framework

Learning Outcome 1	
1.4	Children learn to interact in relation to others with care, empathy and respect

## PURPOSE

To ensure children are treated with respect and equality irrespective of gender. We aim to affirm the rights of all children to develop without the limitations of stereotypes based on gender.

## SCOPE

This policy applies to children, families, staff, management and visitors of the Service.

## IMPLEMENTATION

Gender plays a significant role in the lives of children. Educators working with children need to observe the implication of gender in children's choice of friends, activities, language, interactions, group dynamics and behaviour. These observations can lead to valuable insight into children's understandings about gender and what is acceptable and unacceptable behaviour.

Dau suggests the following principles as a basis to challenge sexism and promote anti-bias behavior:

- Be prepared to challenge sexist attitudes and behaviours
- Ensure that you protect the child or adult who has been treated unfairly
- Explain what you think is unfair about their attitudes and behaviours and if appropriate, model anti-sexist attitudes and behaviours
- Correct any incorrect and sexist assumptions a child has about gender
- Plan a strategy for how to deal with a similar situation in the future,'

*(Dau, 2001, p. 56)*

## Management/Nominated Supervisor/Certified Supervisor/Educators will:

- Be mindful and respectful of how activities and experiences provided may impact on the expectations, interests and behaviours of all genders.

- Provide a stimulating learning environment in which all children will be encouraged to explore a full range of experiences and emotions.
- Act as advocates of children in dealing with other adults who act in a bias manner against a child due to their gender
- Discourage the identification of particular skills, behaviours and feelings as 'boys' and 'girls'
- Encourage children to look upon both sexes as equal
- Support the gender equity policy review by focusing on how children constructed gender, the effects of gender in curriculum, teaching and learning
- Be responsive and ensure their actions are relevant to the specific and changing gender dynamics that emerge from the different ways in which different children interpret gender
- Monitor language, attitudes and assumptions with regard to gender and anti-bias of themselves, other educators and children
- Give positive messages about gender equity through their actions and words and avoid giving messages that promote traditional gender roles and gender bias.
- Critically reflect on their practices and environment and model a positive attitude towards gender equality.
- Encourage and support all children to participate in the full range of experiences and activities
- Encourage all children to express their emotions and to display affection and empathy.
- Regularly review resources, equipment, materials and images used with children to make sure they include gender diversity, non-stereotypical images and non-traditional family lifestyles such as single or same sex parents.
- Encourage children to explore their own gender identities and the impact of gender relations in their play.

**Source**

- The Business of Childcare, Karen Kearns 2004
- Education and Care Services National Regulation 2015
- National Quality Standards
- The Anti-Bias approach in Early Childhood, Second Edition, Elizabeth Dau 2001
- Early Childhood Australia
- Relationships with children  
[http://www.earlychildhoodaustralia.org.au/nqsplp/wp-content/uploads/2012/06/NQS\\_PLP\\_E-Newsletter\\_No36.pdf](http://www.earlychildhoodaustralia.org.au/nqsplp/wp-content/uploads/2012/06/NQS_PLP_E-Newsletter_No36.pdf)

**Review**

Policy Review Date
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