

2.18 ANTI BIAS STATEMENT

INTRODUCTION

It is vital that children have the opportunity to develop their full potential within a safe environment and that they learn the knowledge, attitudes and skills which enable them to make informed and fair decisions about themselves and others.

Bias exists in society and individuals may be discriminated against because of their religion, race, gender, ability or family structure. Experiencing such discrimination may prevent individuals from reaching their full potential.

These biases can develop at an early age so it is important to explore areas of bias, and learn to treat all people with dignity and respect.

At Lindfield Montessori School, we believe that respect for the individual and individual difference is paramount.

PURPOSE

- Staff endeavour to treat all children, families and staff equally regardless of gender, religion, ability, culture, race and family structure.
- Staff encourage children to treat others as equal regarding gender, religion, ability, culture, race and family structure.

RESPONSIBILITIES

Staff

- Ensure that their language and behaviour are inclusive and non-discriminatory.
- Nurture and promote each child's construction of a confident self-identity.
- Nurture and promote each child's ability to interact in a comfortable and empathic manner with a diverse range of people.
- Nurture and promote each child's ability to stand up for himself/herself and others in the face of bias.
- Promote critical thinking about bias.
- Draw upon parents' expertise in relation to the culture, background, religion, education and work that is shared in their home.
- Have the opportunity to increase their understanding of areas they may not fully comprehend via multicultural services or in-service training etc.

Families

- To promote an anti-bias approach in the home environment.
- To work with all staff to ensure that each child and each member of the school community is respected and valued as an individual.

Relevant Legislation	Education and Care Services National Regulations 2011. Reg. 73, 155, 156, 168 Children (Education and Care Services National Law Application) Act 2010
Related to NQS QA	5 & 6
Related Policies	Inclusion/Cultural Diversity Children with additional needs
Sources & Further Reading	

POLICY REVIEWED	MODIFICATIONS	NEXT REVIEW DATE
September 2021	Updated copy	September 2023