



GENDER EQUITY POLICY

POLICY STATEMENT

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.

The following principles are used as a basis to challenge sexism and promote anti-bias behaviour:

- Be prepared to challenge sexist attitudes and behaviour.
- 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 behaviour.
- Correct any incorrect and sexist assumptions a child has about gender.

Management/Nominated Supervisor/Responsible Person/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.
- 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.



Parent Handbook
Staff Handbook
Enrolment and Orientation Policy
Providing a Child Safe Environment Policy
The Educational Leader Resource ACECQA

Version number	Date effective	Description of amendment
2	March 2020	Changes to procedure
3	April 2021	No Changes
4	April 2022	Changes to wording

Considered and accepted by the Management Committee (representative) – S. Skelton

Considered and accepted by the staff (representative) – Katrina Thomas