##

## Cultural Competency

**Policy Statement**

Our organisation recognises, respects, promotes and celebrates the value of cultural diversity and will adopt and implement inclusive policies and strategies which advance cultural diversity as a positive force in the life of our service community.

**Scope**

This policy applies to children, families, staff, management and students of the service.

**Context**

Our organisation aspires to be a community characterised by academic and service excellence, intellectual integrity, and ethical practice. Our services explicitly engage the social, ethical or spiritual dimensions of education and service. In all its endeavours, our organisation is guided by a fundamental concern for justice and equity, and for the dignity of all human beings.

Our organisation expresses a distinctive identity by creating a welcoming community of people that –

* reflects its ethos
* values and celebrates the diversity of community
* expresses a commitment to access and equity
* demonstrates ethical conduct
* highlights the primary values of human respect, dignity and freedom
* appreciates the importance of cross-cultural knowledge
* demonstrates acceptance of cultural diversity, and
* aims to ensure that the diverse nature of Australian society is reflected in all aspects of its employment and education.

A commitment to cultural diversity embodies sensitive and ethical appreciation and recognition of cultural differences.

Our organisation commits to the inclusion of Australian Aboriginal and Torres Strait Islander peoples, to increasing the number of Australian Aboriginal and Torres Strait Islander people employed by services and to the objectives expressed within our Statement of Commitment to Reconciliation.

Our organisation in its various activities, including the development and application of policies which guide its operation, will be informed by its commitment to support of and sensitivity to cultural diversity.

## Policy implementation

## In order to achieve our policy, our organisation will develop and adapt its policies, procedures and practices to integrate the principle of respect and support for cultural diversity. It is recognised, that resource constraints may affect the extent to which and/or timelines within which implementation of all Reconciliation and Cultural Competence strategies can be achieved.

### Education

Our organisation will develop strategies to give effect to its commitment to inclusive, cross-cultural perspectives in the design and delivery of curricula.

In course proposals and reviews, the principles of inclusive curriculum will be applied in the design and delivery of the curriculum and to teaching methodologies and methods of assessment used to include cross-cultural content, value diversity, and respect and support culturally diverse approaches to learning and ways of understanding.

### Employment

Employment policies and procedures will, where appropriate, foster the cultural diversity of the workforce.

Our organisation will explore how it may best expand employment of Australian Aboriginal and Torres Strait Islander peoples.

Our organisation will conduct training and development programs of relevance to cultural diversity on the basis of need.

### Workplace culture

Consistent with the Mission and ethos of the our organisation, relevant policies, procedures and practices will promote a culture in which all members of our community understand, value and have informed respect for cultural diversity in all interactions between people and are sensitive to the needs of people whose first language is not English; this includes Australian Aboriginal and Torres Strait Islander people.

**Policy Review**

At least annually or from time to time the organisation may make changes to this policy to improve the effectiveness of its operation.

**Implementation**

* Strategic Plan
* Business Plan
* Reconciliation Action Plan
* Staffing Plan

**Records Management**

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| **Title** | **Location** | **Responsible** **Officer** | **Minimum Retention Period** |
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**Mapping Policy and Processes**

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| Education and Care Services National Law (WA) Act 2012  |
| *Section*  | 166, 167, 168EYLF Principle 4. Respect for DiversityEYLF Practice 5. Learning EnvironmentsEYLF Practice 6. Cultural CompetenceEYLF Outcome 1. Children Have a Strong Sense of IdentityEYLF Outcome 2. Children are Connected With and Contribute to their World |

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| Education and Care Services National Regulations (WA) 2012  |
| *Regulations*  | 74, 75, 76, 84, 90, 91, 92, 93, 95, 151, 157, 160, 161, 162, 170, 171, 172, 177, 181,183, 185. |

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| Standards for RTOs 2015 |
| Vocational Education and Training is a significant contributor to Australia’s economy domestically, being the primary mechanism to meet the skilling needs of the Australian community. The standards give the community confidence that RTOs are delivering quality training and assessment that is highly regarded both locally and overseas.  |

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| **Policy Area** | **National Quality Standards Early Childhood**  | **National Standards for Volunteering Involvement 2015** | **Standards to Community Services** | **Standards to Family Support** |
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