****

**EQUITY** **POLICY**

**RATIONALE**

At Flying Kiwi Preschool we are committed to recognising tamariki as individuals and valuing their contributions. Each tamaiti is ensured the same care and education regardless of ability, gender, ethnicity, culture, or socio-economic background.

**TE** **WHĀRIKI**

**Contribution/Mana** **tangata** **-** **Goal** **1:** Tamariki experience an environment in which there are equitable opportunities for learning, irrespective of gender, disability, age, ethnicity, or background.

**PROCEDURES**

* All tamariki regardless of gender, ability, culture, or background can be enrolled at Flying Kiwi Preschool.
* Tamariki with special rights will not be excluded from any area of our programme unless this is the wish of their matua.
* Kaiako will work with mātua and outside agencies to ensure a smooth transition for any tamaiti with special rights beginning or ceasing attendance at Flying Kiwi Preschool.
* Any records concerning tamariki with special rights are kept confidential.
* If we do not have the expertise required to enhance the development of a particular tamaiti, the matter will be discussed with mātua and management and left to the manager's discretion to recommend a more specialist service better able to read and meet the needs of the particular tamaiti.
* Kaiako at Flying Kiwi Preschool will encourage all tamariki to;
* Develop good relationships with other people
* Appreciate other points of view.
* Show consideration, thoughtfulness, and care for others.
* Develop an awareness of right and wrong, fairness and justice.
* Develop a positive self-concept.

* Begin to understand the cultures and religions of other people.
* Kaiako are made aware of and respect the individual and cultural needs of each tamaiti through the information provided on their enrolment form and throughout their time at Flying Kiwi Preschool.
* Kaiako respect cultural diversity and individual needs by supporting and including them in our programme.
* Kaiako are aware of their language and behaviour when interacting with tamariki, ensuring it is non-discriminatory and positive.
* If we do not have the equipment necessary to enhance the development of a particular tamaiti, we will seek advice to ensure we acquire the appropriate resources.
* When purchasing equipment, care is taken to ensure the diversity of people and groups in New Zealand are being portrayed in posters, puzzles, books, music, etc.
* Consideration will be fostered by encouraging co-operative play. The tamariki will be encouraged to share and take turns in a supportive and meaningful way.
* Kaiako at Flying Kiwi Preschool support Te Tiriti o Waitangi and provide opportunities for tamariki to explore and experience Māori culture.

**LINKS** **TO:**

Te Tiriti o Waitangi

**Date** **approved:**

**Review** **date:**