**GCK Policy**

**“Diversity & Inclusion”**

**Objectives**

To ensure that GCK recognises a variety of cultures and abilities in their teaching and behaviour within the Kindergarten. To respect and support the right of each child to be confident in their own culture and abilities and encourage children to understand and respect other cultures.

**Procedures & Strategies**

The Diversity and Inclusion Policy includes:

1. Inclusion Procedure
2. Te Reo Maori Procedure
3. **Inclusion Procedure**

**Purpose:**

For GCK to ensure the inclusion of all tamariki.

**Procedure:**

Glendowie Christian Kindergarten recognises and values the right of all tamariki, regardless of race, gender, religion or ability to access the Early Childhood Education Centre of their choice.

To this end, staff and management of GCK will:

* Ensure that no policies or practices exist within the Kindergarten that discriminate against any child or adult.
* Ensure that all children are enabled to access all parts of the programme.
* Provide resources that reflect many different cultures.
* Provide resources that reflect people in different roles.
* Respect other religious practices in so far as this does not contravene the Centre’s Christian philosophy and teaching.
* Provide resources that reflect children and adults of different abilities and disabilities.
* Ensure that children with a disability who enrol at the Centre are provided with access to appropriate specialist help, and that where necessary and Individual Education Plan is developed and followed for that child.\*
* Ensure that any speech or actions within the Centre, that are seen to be discriminatory, are swiftly, but not harshly, challenged and corrected.

(\* - GCK’s obligation to inclusive education is backed by the New Zealand Curriculum, Te Whariki (the early childhood education curriculum) founded on the Education Act 1989 -

see - www. education.govt.nz/school/running-a-school/inclusive-education/)

1. **Te Reo Maori**

**Purpose:**

To outline how, why and when Te Reo Maori is used within the Kindergarten. GCK staff and management recognise the unique place of Maori in New Zealand as Tangata Whenua. They seek to adopt practices that reflect the principle of partnership inherent in the Te Tiriti o Waitangi /Treaty of Waitangi (RTC 1, 10).

**Procedure:**

* Staff will incorporate the use of Te Reo Maori into most of their large group teaching times (mat times) to some degree, whether in spoken language, through songs or in stories.
* Staff will endeavour to model the use of Te Reo Maori during other interactions with small groups and individuals.
* Staff will endeavour to incorporate activities that reflect Maori culture, where appropriate.
* Recognising that none of the current staff are native Te Reo speakers, management have provided relevant and current teaching material for staff. All staff are encouraged to access this material, and will be encouraged to attend relevant professional development courses, when available, although attendance at these will be at the discretion of the individual.
* Staff will work towards incorporating Te Reo Maori into all aspects of the programme, from language spoken, written literacies, songs, resources, learning stories just to name a few.

**Linked to Licensing Criteria: C5, C6**