



# Cultural Recognition & Celebrations Policy

Best Practice – Quality Area 1 & 6

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Drafted by	Stacey Owen	Version no	1
Responsible person	General Manager	Version date	October 2019
Approved by	Board	Review date	October 2021

At KCCC, our learning program aims to recognise all cultures and celebrate cultural traditions in a way that ensures all children, families, educators, staff, students, volunteers and visitors feel respected and included.

## PURPOSE

The purpose of this policy is to:

- value and recognise with respect the individual and their ethnic, cultural and linguistic backgrounds;
- acknowledge, value and promote the diversity that exists within our families and the broader community;
- develop programmes that support the child and community pride in family, ethnicity and linguistic heritage and is culturally inclusive and consciously work to avoid bias, racism and stereotyping;
- enable children to feel comfortable with similarities and difference in others;
- provide opportunities for children to explore diverse cultural contacts as represented within our community and service through cultural aspects with a focus on celebrations through music, food, language, dress and dance; and
- gain a greater understanding of culture together as a community.

## WHAT IS CULTURE?

Culture refers to the ideas, customs and behaviours of a particular group of people. At KCCC, we consider that culture is:

- learned in families and communities;
- shared ways of knowing, doing and believing; and
- dynamic.

Language is a vital element of culture as is celebrating cultural traditions. Cultural traditions are celebrated in a way that emphasises the cultural origins rather than the religious elements.

## **1. WHO DOES THIS POLICY APPLY TO?**

This policy applies to the Approved Provider, Nominated Supervisor, staff, contractors, volunteers, students on placement, parents/guardians and visitors attending the programs and activities of KCCC.

## **RESPONSIBILITIES**

### **2. RESPONSIBILITIES OF KCCC BOARD AND MANAGEMENT**

- The KCCC Board are responsible for the following in relation to this policy:
  - developing and approving this policy for KCCC
  - providing guidance through leadership and by being a positive role model
  - providing a safe environment for staff, contractors, volunteers, students on placement, parents/guardians, children and others attending the programs and activities of KCCC
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- The General Manager, the Approved Provider, is responsible for:
  - providing a culturally safe environment for staff, contractors, volunteers, students on placement, parents/guardians, children and others attending the programs and activities of KCCC
  - providing guidance through leadership and by being a positive role model
  - ensuring that staff, volunteers, students and parents/guardians are provided with a copy of this policy on employment or enrolment at the service.
  - respecting individual abilities, needs, cultural practices and beliefs in all interactions, both verbal and non-verbal.

### **3. RESPONSIBILITIES OF EDUCATORS AND STAFF**

- Educators and staff are responsible for:
  - supporting our Nutrition and Food Safety Policy, which means that KCCC will not provide or serve cake for any child celebrating their birthday. The occasion will be celebrated, through the singing of “Happy Birthday” and a celebratory Afternoon Tea. All celebratory foods served at the service must be in line with our Nutrition and Food Safety policy.
  - organising celebrations of cultural events in the rooms, as well as other celebratory events based on the children’s interests
  - providing a culturally safe environment for colleagues, contractors, volunteers, students on placement, parents/guardians, children and others attending the programs and activities of KCCC
  - providing guidance to students, volunteers, parents/guardians and visitors through positive role modelling and, when appropriate, clear and respectful directions
  - respecting individual abilities, needs, cultural practices and beliefs in all interactions, both verbal and non-verbal
  - providing rich, meaningful experiences for the children at KCCC which recognise cultures and communities in a respectful manner through the medium of celebratory foods, dance, music, dress and language.

### **4. RESPONSIBILITIES OF OTHER RELEVANT INDIVIDUALS**

- Parents/guardians are responsible for:
  - complying with all policies of the service.
- Students, contractors, volunteers and visitors while at the service, are responsible for following this policy.

## **SOURCES, RELATED POLICIES, AND LEGISLATION AND STANDARDS**

### **5. SOURCES**

### **6. RELATED POLICIES**

- Inclusion and Equity Policy July 2019
- Curriculum Development Policy

### **7. LEGISLATION AND STANDARDS**

Relevant legislation and standards include but are not limited to:

- *Victorian Early Years Learning and Development Framework – Outcome 1,2,3,4,5*
- *Australian Children’s Education & Care Quality Authority – National Quality Standard QA 1,6*
- *United Nations Convention on the Rights of the Child 1989*

## **EVALUATION**

To assess whether the values and purpose of the policy have been achieved, KCCC Management as the the Approved Provider will:

- regularly seek feedback from everyone affected by this policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- assess whether a satisfactory resolution has been achieved in relation to issues arising from this policy
- keep the policy up-to-date with current legislation, research, policy and best practice
- revise the policy and procedures as part of KCCC’s policy review cycle, or as required
- notify parents/guardians at least 14 days before making any changes to this policy or its procedures.