
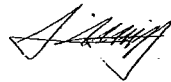


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|  <p><b>YMCA</b><br/>We build strong <b>PEOPLE</b><br/>strong <b>FAMILIES</b><br/>strong <b>COMMUNITIES</b></p> | <b>Management Area:</b><br>CHILDRENS SERVICES | Pages: [03]<br>Version No: [02]<br>Date: [01/12/2009]                                       |
|   | <b>Sub section (if applicable):</b>           | Signed:  |
| <b>Policy Title: GENDER EQUITY</b>  |   | <b>Author: CHILDCARE TASKFORCE</b>  |

**1. Scope**

- 1.1. Staff, management, families & children

**2. Policy Statement**

The YMCA aims to provide an environment where all children realise their full potential regardless of gender. To provide gender equity practices and programs, we embrace the principle that all persons are of equal value and have the right to equality of treatment and opportunity.

**3. Related Policies & Procedures/Guidance Notes**

- 3.1. Anti Discrimination Policy  
3.2. Staff Professionalism Policy

**4. Responsibilities & Delegations**


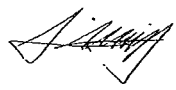
- 4.1. The Childcare Taskforce is responsible for the review of this policy.  
4.2. The childcare staff & management are responsible for the implementation of this policy.  
4.3. The families and children are responsible for the support of this policy.

**5. Considerations**

- 5.1. National Standards  
5.2. Q&A Principles

**6. Records Maintenance**

- 6.1. This policy is to be reviewed annually.


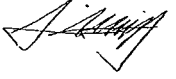
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## PROCEDURES

- Staff shall accept and value every parent and child regardless of sex or ability.
- Staff are to be aware of the way in which they treat individual children in regards to language, attitudes, assumption and expectation, and will treat all children in the same manner regardless of sex.
- Staff are to be aware of the way in which they treat individual parents and each other in regards to language, attitudes, assumption and expectation, and will treat all people in the same manner regardless of gender or lifestyle.
- The program will present positive experiences for the children in day to day programs, which are not based on sex role stereotypes.
- All children will be encouraged to try a variety of activities regardless of sex or culture, encouraging children to treat, respect and play with other children happily.
- Resource materials used in the centre will, as far as possible, be non-stereotyped.
- Staff will provide a range of equipment, which is non-sexist and meets the needs of the children.
- Staff should act as positive role models encouraging children to be involved in activities commonly stereotyped for the opposite sex.
- Staff will be actively involved in a variety of activities regardless of sex, allocating time and interactions equally and fairly amongst both sexes.
- Every effort will be made to employ staff, relief staff and volunteers from both sexes.
- Making all resources available to all children through a program which allows children to select their own activities.
- Encourage friendships between children of the opposite sex.

## 7. Version History

| Version | Description of changes           | Author    | Effective Date |
|---------|----------------------------------|-----------|----------------|
| 2       | Review and update.<br>New format | M. Rupnik | December 2009  |
|         |                                  |           |                |
|         |                                  |           |                |

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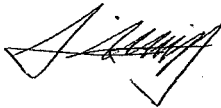
I endorse the Gender Equity Policy.

*Name: Maryann Rupnik  
Childrens Services Program Manager*

*Signature: *

*Date: 7 December 2009*

*Name: Liam Whitley  
Group Manager*

*Signature: *

*Date: 7 December 2009*