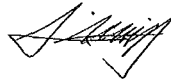
 YMCA We build strong PEOPLE strong FAMILIES strong COMMUNITIES	Management Area: CHILDRENS SERVICES	Pages: [02] Version No: [02] Date: [01/12/2009]
	Sub section (if applicable):	Signed: 
Policy Title: MULTICULTURAL		Author: CHILDCARE TASKFORCE

1. Scope

- 1.1. Staff, management, families and children.

2. Policy Statement

The YMCA aims to develop cultural understanding in children as a foundation area of learning. Focusing on developing a growing awareness and appreciation of one's own cultural identity and the culture of others.

3. Related Policies & Procedures/Guidance Notes

- 3.1. Anti Discrimination Policy
- 3.2. Gender Equity Policy
- 3.3. Participation and Access 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


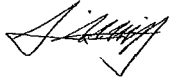
- 5.1. National Standards
- 5.2. Q&A Principles
- 5.3. Child Care and Protection Act

6. Records Maintenance

- 6.1. This policy is to be reviewed annually.

PROCEDURES

- Have an appreciation and understanding of diverse cultural values and practices.
- Model respect for children's cultural identities.
- Value experiences which help maintain cultural identity.

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- Be sensitive to cultural differences in body language, behaviour, attitudes, values, communication styles and protocols related to cultural beliefs.
- Promote positive contemporary cultural images.
- Discuss, question and challenge attitudes and behaviours and encourage the appreciation of alternative views.
- Support children and families in maintaining the "home" language.
- Create a physical environment (indoors and outdoors) which is culturally inclusive.
- Provide a range of cultural resources for active exploration and manipulation.
- Encourage parents to become involved in their child's program.
- All activities and behaviours in the centre will be considerate of the cultural and linguistic diversity of the families within the community
- To be aware of and ensure that festivals / celebrations / holidays of many different cultures are included in the program.

7. Version History

Version	Description of changes	Author	Effective Date
2	Review and update. New format	M. Rupnik	December 2009

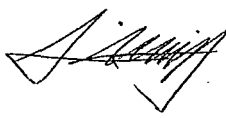
I endorse the Multicultural Policy.

Name: *Maryann Rupnik*
Childrens Services Program Manager

Signature: 

Date: 7 December 2009

Name: *Liam Whitley*
Group Manager

Signature: 

Date: 7 December 2009