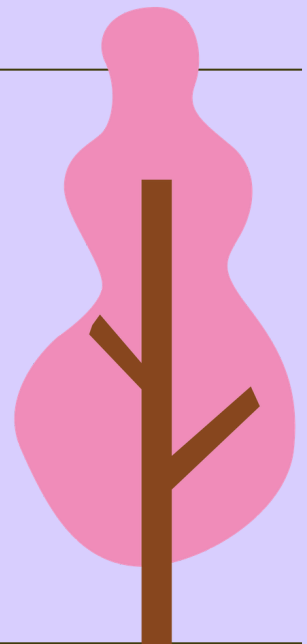


SAMPLE GENDER EQUITY POLICY

A Gender Equity Policy sets out your values and/or philosophy and illustrates each relevant party's responsibilities and recommended actions within your service. The sample gender equity policy below is not prescriptive and is only an example of what a policy for your service could look like.



VALUES/PHILOSOPHY

The Centre:

- Is committed to developing the full potential of all children by providing access to and participation in the same experiences and activities irrespective of gender.
- Affirms the right of all children to:
 - develop without the limitations of stereotypes based on gender
 - develop a sense of pride in oneself and their accomplishments thereby promoting self-esteem and self-worth; and
 - develop respect for each other's rights and responsibilities

THE EXECUTIVE COMMITTEE

Will conduct an annual review of the Gender Equity Policy, and as needed, update the Policy in response to findings.

NOMINATED SUPERVISOR/DIRECTOR

Will:

- With staff, families and community review the Gender Equity Policy and update the Policy following the review
- Undertake audits of the centre environ-

ment and resources to ensure that they are supportive of gender equity

- Support staff to put in practice their learning on the key concepts of gender equity, gender diversity and gender equality
- Support and encourage staff to engage with trainings on gender equality and respectful relationships
- Support staff to attend anti-bias learning opportunities

EDUCATORS

Will:

- Plan curriculum using an anti-bias gender equity lens
- Work with gender expansive practices for the prevention of gender-based violence
- Build strategies to include gender and family diversity in their practice
- Audit and evaluate all resources to counteract sexist or non-inclusive materials and promote gender equity
- Engage in reflective questions about gender stereotypes: Adult modelling language and behaviours are powerful ways of influencing children's development of attitudes.
- Make gender equity, diversity, and equality visible: Regularly review resources, equipment, materials, and images used with children to make sure they include gender diversity, non-stereotypical images and non-traditional family lifestyles such as single or same sex parents.
- Expand on the way children identify: Gender forms part of a person's identity and in this case, of a child's identity.

Encourage children to explore their own gender identities. Discourage the identification of particular skills, behaviours and feelings as 'boys' and 'girls'.

- Openly discuss gender diversity with children: Be responsive and ensure actions are relevant to the specific and changing gender dynamics that emerge from the different ways in which different children interpret gender.
- Expand children's play options by presenting a wide range of learning experiences. Observe children's choice of play materials and activities. Actively encourage children to be involved in new and non-stereotypical gender experiences.
- Actively break down stereotypes of environments, play, language, relationships: Read and discuss books, pictures, which contradict gender stereotypes. Help children discover that gender is no obstacle for being or doing what they want, jobs, activities, etc.



FAMILIES

Will:

- Engage with educational or informational projects that further the aims of this policy such as attending a parent information session on topics of child development including issues of gender equality, anti-bias, inclusiveness and respectful relationships.
- Put their learnings into practice by actively challenging gender stereotypes and promoting gender equality in play behaviours by modelling positive roles at home.

LINKS

[Early Years Learning Framework V2.0](#)

[National Quality Standards](#)

[The Anti Bias Approach in Early Childhood.](#)
4th Addition, 2020, Dr Red Ruby Scarlet

[Fairs Fair how to tackle bias in education and care services.](#) Dr Red Ruby Scarlet & Lisa Bryant

No Limitations: A guide for early years educators,
Women's Health East, 2017

