



Equal Opportunity Policy

Policy Number: 15
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Rationale and Policy Considerations

The education and care service supports equal opportunity principles and considers that, where possible, it has an obligation to promote equal access to the services it provides within Australian Government guidelines. The policy has been framed around equal opportunity principles as they are specified in federal and state equal opportunity legislation.

Scope

This policy is written for children, families, educators and visitors of Lifestreamers Early Learning

Most relevant policies and procedures

- Recruitment of Educators and Volunteers
- Enrolment and Orientation
- Grievances and Complaints Management

Links to ECA Code of Ethics

- Act in the best interests of all children.
- Respect the rights of children as enshrined in the United Nations Convention on the Rights of the Child (1989) and commit to advocating for these rights.
- Work to ensure children and families with additional needs can exercise their rights.
- Work to ensure children are not discriminated against based on gender, age, ability, economic status, family structure, lifestyle, ethnicity, religion, language, culture, or national origin.
- Acknowledge children as competent learners and build active communities of engagement and inquiry.
- Assist each family to develop a sense of belonging and inclusion.
- Encourage my colleagues to adopt and act in accordance with this Code and take action in the presence of unethical behaviours.
- Acknowledge and support the personal strengths, professional experience and diversity which my colleagues bring to their work.
- Connect with people, services and agencies within the communities that support children and families.

Policy Statement

The education and care service is committed to the principles of Equal Opportunity in relation to community access to Lifestreamers Early Learning (LEL) and the appointment of educators. Individuals will be treated with respect regardless of their gender, race, religion, age, impairment, marital status, political conviction, pregnancy, family responsibility or family status. LEL will actively promote the positive aspects of diversity and encourage acceptance and appreciation of individual differences.

Policy Principles

- LEL will have access to up-to-date information regarding Equal Opportunities Legislation.
- Families will be enrolled under the Australian Government "Priority of Access Guidelines".
- LEL will endeavor to ensure that all policies and practices are inclusive.

Children

- Equal Opportunity principles will be an integral part of LEL's daily programs and routines. Children will be given positive experiences which encourage equal opportunity. Programs will actively include opportunities for the children to experience diversity of culture, gender roles etc.
- Educators will treat individual children and their families with respect. They will consider individual differences in language, attitudes, abilities, assumptions and expectations.
- Children who have a disability will not be discriminated against and will be afforded access to LEL where:
 - a place exists;
 - they meet the required priority of access;
 - LEL can access and/or borrow appropriate resources to care for the child.
 - The educators have had the required training and feel confident in dealing with the child.

Educators

- All educators will be selected and employed according to equal opportunity guidelines.
- Where the community in which LEL is located comprises of a particular ethnic group, the approved provider/nominated supervisor will make every effort to include workers from that group at LEL, provided they meet the required selection criteria and are the best person for the position.
- Applicants with disabilities who apply for advertised positions will be assessed according to the selection criteria and will not be discriminated against because of their disability.
- During orientation LEL will provide relevant information to educators concerning procedures to be followed in the event of harassment or discrimination in the workplace. Sexual harassment is any deliberate verbal or physical sexual conduct that is unwelcome and uninvited.
- Clear guidelines on grievance procedures will be developed in accordance with the state/territory and federal equal opportunity legislation and made available to educators.
- The approved provider/nominated supervisor of LEL will:
 - identify discriminatory and harassing conduct;
 - publicise equal opportunity policy and complaints procedures to all educators;
 - train all educators on steps as to reporting current complaints;
 - investigate and document complaints.

Living with HIV/AIDS

- No child, parent/guardian, educator or potential educator will be excluded from LEL due to living with HIV/AIDS/Hepatitis B or C.
- Information about a child, parent/guardian or educators living with HIV/AIDS/Hepatitis B or C will be always kept strictly confidential.
- Educators will follow universal hygiene procedures to eliminate any risk of HIV/AIDS/Hepatitis B or C transmission in LEL.

Legislation and Government Requirements

- Education and Care Services National Law (WA) Act 2012.
- Education and Care Services National Regulations 2012.
- Federal and State Equal Opportunity Legislation
- Child Care Provider Handbook March 2025

Document History

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