



DISCOVERY
EARLY LEARNING CENTRES

in their nature

Discovery Inclusion and Diversity Statement

Discovery is committed to inclusive practices that support inclusion, diversity, and equity.

Discovery provides an inclusive culture where everyone is valued and respected and can fully contribute and participate. We remove barriers to ensure participation by all and to ensure equal access to opportunities.

Discovery honours diversity of all kinds in positive, constructive, and courageous ways.

At Discovery, inclusion is about empowering individuals to contribute their skills and perspectives, enabling everyone to achieve their full potential.

The Discovery community:

- **Creates and promotes inclusive learning and working environments** open to differences, welcoming of diversity, intolerant of harassment and discrimination; where all people are treated with respect, fairness, and integrity.
- **Recognises diversity** as an asset and strength, acknowledging its potential as a source of vitality, creativity, and growth.
- **Acknowledges equitable practices** as key enablers of participation, engagement, and opportunity.
- **Encourages cultural diversity** within our educational programs to help develop and enhance children's understanding of the world around them.
- **Integrates inclusion, diversity and equity** into planning and practice, through shared ownership and responsibility.
- **Enables individuals to build the skills and confidence** to implement, advocate, and model inclusive practices, assisted by clear policies, procedures, and professional development.
- **Collaborates with external agencies** to support inclusive practice; providing resources and adapting environments and routines to facilitate participation for all.
- **Takes all necessary measures** to ensure the full enjoyment by all children of human rights and fundamental freedoms, respecting multiple ways of knowing, living, and seeing the world.