

Strategic Discussion: Renowned education: culturally diverse environments.

Statement: Napier Kindergartens is committed to providing early childhood education in settings that are respectful and inclusive of cultural diversity. Through our understanding and embracing of the cultures, values, beliefs and traditions of others we grow and flourish as an organisation ourselves and as contributors to the complex fabric of our communities.

Area	Ensure:	Further Initiatives to be explored
Monitoring	<ul style="list-style-type: none"> • We highlight for parents ERO feedback which reflects good strategies are in place to positively promote diversity within our kindergartens • Parent surveys/feedback is one of the tools we'll use to measure how well we are perceived to be doing with regards to cultural diversity & to challenge ourselves to do things differently 	
Staff	<ul style="list-style-type: none"> • Staff continue to embrace inclusiveness • Staff continue to have opportunities to share knowledge/expertise of various cultures • Staff continue to employ a range of strategies to embrace cultural diversity 	<ul style="list-style-type: none"> • Explore provision of translation services which can be accessed by staff to assist communications with non English speaking families
Strategies	<ul style="list-style-type: none"> • Bicultural resources are available in our kindergartens • Enviro schools are promoted & supported • Kaitiaki approach is evident (Caretakers of our environment) • Staff are supported/encouraged to implement new ways of making connections with and supporting other cultures within our communities 	<ul style="list-style-type: none"> • Explore how well does our website & publications reflect our commitment to biculturalism and diversity in all its forms
PD	<ul style="list-style-type: none"> • Promote PD that enhances appreciation of cultural diversity • Promote continued bicultural PD (immersion training/te reo/tikanga) • Grow understanding of other cultures by sharing cultural knowledge & experiences 	<ul style="list-style-type: none"> • Explore the feasibility of employing a Maori Cultural Advisor
Leadership	<ul style="list-style-type: none"> • NKA conferences model bicultural commitment & promote PD opportunities • We view ourselves as cultural ambassadors • We foster a climate that encourages staff to expand their cultural awareness 	
Parents & Caregivers	<ul style="list-style-type: none"> • Immigrant families are appropriately welcomed into our kindergartens • All families are valued and feel a sense of belonging • Support for children with disabilities is evident • Parents & caregivers can see we are culturally respectful • We are engaging with parents & caregivers regarding their aspirations for their children 	<ul style="list-style-type: none"> • Explore translation of all kindergarten philosophies into te reo • Explore making more of our written communications available in other languages • Capture more information for parents regarding our support of those with disabilities

Area	Ensure:	Further Initiatives to be explored
Policies & procedures	<ul style="list-style-type: none"> • EEO policies are in place and regularly reviewed • Commitment to appointments processes, which reflect good EEO practices • Reasonable provision is made within our annual budget for staff to access opportunities for external PD from their individual PD allocation 	
Board engagement	<ul style="list-style-type: none"> • Board continue to value diversity in our kindergartens • Board continue to value diversity on the Board • Board awareness of the variety of strategies we have in place to foster cultural diversity • Board meetings and AGM's model appropriate bicultural respect & practices 	