

**Our core values are guided by RAI –  
Respect, Agency, and Inclusion.  
We understand these values to stand for:**

**Respect** is demonstrated when everyone is welcome and accepted without bias and prejudice. Respect honours a person's identity in a supportive, fair, open minded and understanding environment. Respect is critical to people's sense of wellbeing and the foundation to positive working and learning experiences.

**Agency** is reflected by the time taken to listen to a person's values and opinions and by empowering them to make choices and decisions about matters that are important to them. Everyone is also supported to be involved in joint decision making to have their wants met.

**Inclusion** is when everyone is treated as an individual with equitable access and to participate in all areas of our service. Everyone comes with diverse experiences and strengths that are supported to contribute towards a positive environment.

At Shalimar Park **RAI** is demonstrated

#### **To children by**

- ◇ Acknowledging they are each unique individuals with a wide range of knowledge, interests, and diverse learning styles.
- ◇ empowering children's capacity to make decisions to pursue their ideas that build on their knowledge, skills, and interests.
- ◇ having flexible learning environments that respond to their diverse circumstances and provides full engagement in the program.

#### **To families by**

- ◇ Respecting family's unique knowledge, values, and belief's they bring to the service.
- ◇ Supporting families in the decision-making process to support their child's learning.
- ◇ Providing opportunities for families to be involved in the early childhood community.

#### **To educators by**

- ◇ working collaboratively with respectful open discussion to make decisions that respond to individual perspectives.
- ◇ Utilising their expertise and skills to support children's active participation in learning and peer mentoring.
- ◇ Incorporating strategies that strengthen their potentials.

#### **To community by**

- ◇ Developing connections with First Nation people within our community to enhance our cultural understandings.
- ◇ Supporting children, families, and staff to enact their agency to align to their cultural identity.
- ◇ Embedding aspects of first nations knowledge and understanding into the curriculum.

