



## British Values and the Prevent Duty Policy

We actively promote inclusion, equality of opportunity, the valuing of diversity and British values.

Under the Equality Act 2010, which underpins standards of behaviour and incorporates both British and universal values, we have a legal obligation not to directly or indirectly discriminate against, harass or victimise those with protected characteristics. We make reasonable adjustments to procedures, criteria and practices to ensure that those with protected characteristics are not at a substantial disadvantage. We are in receipt of public funding (Early Education Funding), we also have a public sector equality duty to eliminate unlawful discrimination, advance equality of opportunity, foster good relations and publish information to show compliance with the duty.

Social and emotional development is shaped by early experiences and relationships and incorporates elements of equality and British and universal values. The Early Years Foundation Stage (EYFS) supports children's earliest skills so that they can become social citizens in an age-appropriate way, that is, so that they are able to listen and attend to instructions; know the difference between right and wrong; recognise similarities and differences between themselves and others; make and maintain friendships; develop empathy and consideration of other people; take turns in play and conversation; avoid risk and take notice of rules and boundaries; learn not to hurt/upset other people with words and actions; understand the consequences of hurtful/discriminatory behaviour.

### **Our Procedures are:**

#### British Values

The fundamental British values of *democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs* are already implicitly embedded in the 2014 EYFS and are further clarified below, based on the *Fundamental British Values in the Early Years* guidance (Foundation Years 2015):

- Democracy, or making decisions together (through the prime area of Personal, Social and Emotional Development)

- As part of the focus on self-confidence and self-awareness, practitioners encourage children to see their role in the bigger picture, encouraging them to know that their views count, to value each other's views and values, and talk about their feelings, for example, recognising when they do or do not need help.
- Practitioners support the decisions that children make and provide activities that involve turn-taking, sharing and collaboration. Children are given opportunities to develop enquiring minds in an atmosphere where questions are valued.
- Rule of law, or understanding that rules matter (through the prime area of Personal, Social and Emotional Development)
  - Practitioners ensure that children understand their own and others' behaviour and its consequence.
  - Practitioners collaborate with children to create rules and the codes of behaviour, for example, the rules about tidying up, and ensure that all children understand rules apply to everyone.
- Individual liberty, or freedom for all (through the prime areas of Personal, Social and Emotional Development, and Understanding the World)
  - Children should develop a positive sense of themselves. Staff provide opportunities for children to develop their self-knowledge, self-esteem and increase their confidence in their own abilities, for example through allowing children to take risks on an obstacle course, mixing colours, talking about their experiences and learning.
  - Practitioners encourage a range of experiences that allow children to explore the language of feelings and responsibility, reflect on their differences and understand we are free to have different opinions, for example discussing in a small group what they feel about transferring into Nursery or Reception Class.
- Mutual respect and tolerance, or treating others as you want to be treated (through the prime areas of Personal, Social and Emotional Development, and Understanding the World)
  - Practitioners create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and children are engaged with the wider community.
  - Children should acquire tolerance, appreciation and respect for their own and other cultures; know about similarities and differences between themselves and others, and among families, faiths, communities, cultures and traditions.
  - Practitioners encourage and explain the importance of tolerant behaviours, such as sharing and respecting other's opinions.
  - Practitioners promote diverse attitudes and challenge stereotypes, for example, sharing stories that reflect and value the diversity of children's experiences and

providing resources and activities that challenge gender, cultural or racial stereotyping.

▪ *In our setting it is not acceptable to:*

- actively promote intolerance of other faiths, cultures and races
- fail to challenge gender stereotypes and routinely segregate girls and boys
- isolate children from their wider community
- fail to challenge behaviours (whether of staff, children or parents) that are not in line with the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs

**The Prevent Duty Strategy**

Under the Counter-Terrorism and Security Act 2015 we have a duty “*to have due regard to the need to prevent people from being drawn into terrorism*”; and “In order for school and childcare providers to fulfil the Prevent Duty, it is essential for staff to identify children who may be vulnerable to radicalisation and to know what to do, when it is identified” (Prevent Duty June 2015, p.5).

**To ensure that we adhere to and achieve the Prevent duty, our Procedures are:**

- All staff have completed the on-line Prevent Duty Training. Part of this training will enable staff to identify children who may be at risk of radicalisation.
- We build the children’s resilience to radicalisation by promoting fundamental British values and to enable them to challenge extremist views.
- We ensure our staff understand the risks so they can respond in an appropriate way.
- We are aware of the online risk of radicalisation through the use of social media and the internet.
- As with managing other Safeguarding risks, all our staff will be alert to changes in children’s behaviour which could indicate that they may be in need of help or protection (children at risk of radicalisation may display different signs or seek to hide their views). The key person approach means we already know our key children well and so will notice any changes in behaviour, demeanour or personality.
- We will not carry out unnecessary intrusion into family life but we will take action when we observe behaviour of concern. The key person approach means we already have a rapport with our families so we will notice any changes in behaviour, demeanour or personality.

- We work in partnership with SPA and LSCB for guidance and support.
- Our Designated Safeguarding Officers will undertake the Prevent awareness training (as a minimum) so that they can offer advice and support to other members of staff.

### **Contact Information:**

- Single Point of Access (S.P.A): 02085475008, Out of hours emergency contact 02087705000
- Email: [spa@rbk.kingston.gov.uk](mailto:spa@rbk.kingston.gov.uk)
- [safeguarding@rbk.kingston.gov.uk](mailto:safeguarding@rbk.kingston.gov.uk)
- Local Authority Designated Officer (LADO): 02085475243
- [www.ceop.police.uk](http://www.ceop.police.uk)
- [www.nspcc.co.uk](http://www.nspcc.co.uk)
- [www.gov.uk/report-child-abuse](http://www.gov.uk/report-child-abuse)
- [www.met.police.uk/Site/terrorism](http://www.met.police.uk/Site/terrorism) (or call Hotline number 0800-789-321)

### **Legal framework**

Counter-Terrorism and Security Act 2015

### **Further guidance**

Equality Act 2010: Public Sector Equality Duty - What Do I Need to Know? A Quick Start Guide for Public Sector Organisations (Government Equalities Office 2011)

Fundamental British Values in the Early Years (Foundation Years 2015)

Prevent Duty Guidance: for England and Wales (HMG 2015)

The Prevent Duty: Departmental Advice for Schools and Childcare Providers (DfE 2015)

At Stepping Stones Pre-School we recognise our responsibilities under the Race Relations Act, The Sex Discriminations Act and the Disability Discrimination Act to eliminate discrimination and to promote good relations between children, staff, parents and the local community. The promotion of equal opportunities is the responsibility of the whole Pre-School and must be reflected throughout the organisation of the Pre-School. It is addressed in the curriculum and in areas beyond the curriculum.

This policy was adopted by

Stepping Stones Pre-School

*(name of provider)*

On 16<sup>th</sup> November 2015 (date)

Date to be reviewed 16<sup>th</sup> November 2016 (date)

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