

# Safeguarding and Welfare Requirement: Equal Opportunities

## British values

### Policy statement

We are fully committed to promoting British values, advancing equality of opportunity, fostering inclusion, and valuing diversity across our setting. We recognise our duty under the Equality Act 2010, including the *Public Sector Equality Duty*, to eliminate discrimination, advance equality of opportunity, and foster good relations within our community.

Through our curriculum, daily practice and relationship-led approach, we support children to develop the personal, social and emotional foundations that enable them to become respectful, confident and responsible members of society. We create an environment in which children learn:

- to recognise similarities and differences
- to value fairness, kindness and respect
- to understand boundaries and consequences
- to develop empathy and social responsibility
- to express opinions safely and listen to others

British values are embedded through the Early Years Foundation Stage (EYFS 2024) and reflected in our interactions, play-based curriculum, resources and culture.

We also recognise our statutory duty under the Counter-Terrorism and Security Act 2015 (Prevent Duty) to safeguard children and families from the risks of radicalisation and extremism.

### Procedures

- **Promoting British Values Through Everyday Practice**  
British values are woven throughout our practice, curriculum, environment, expectations and interactions.
- **Democracy - Making decisions together**  
(Linked to PSED: self-confidence, self-awareness and managing self)  
We:
  - encourage children to express their ideas, choices and preferences
  - actively listen to children and show that their views matter
  - use turn-taking, voting, discussions and choices during group times and activities
  - support children to understand fairness and collaboration
  - promote questioning, curiosity and enquiry
  - provide opportunities for children to take responsibility (e.g., helper roles)

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- **Rule of Law - Understanding that rules matter**

(Linked to PSED: managing self and building relationships)

We:

- co-create simple 'golden rules' with the children
- consistently explain, model and reinforce rules and boundaries
- help children understand how behaviour affects others
- highlight natural consequences calmly and developmentally appropriately
- support children to feel secure through predictable routines
- celebrate positive, prosocial behaviour

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- **Individual Liberty - Freedom for all**

(Linked to PSED & Understanding the World)

We:

- support children to develop confidence and a positive sense of themselves
- encourage independence, risk-taking and decision-making through safe opportunities
- teach children about feelings, consent, body autonomy and personal boundaries
- value children's differences and unique identities
- promote a safe environment where opinions can be expressed respectfully
- encourage children to build resilience, self-regulation and self-esteem

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- **Mutual Respect & Tolerance - Treating others as you want to be treated**

(Linked to PSED & Understanding the World)

We:

- create an inclusive environment where all families, cultures, languages and identities are valued
- provide resources and stories that reflect diverse communities, abilities and family structures
- discuss similarities and differences naturally and sensitively
- challenge stereotypes through resources, language and staff behaviour
- encourage turn-taking, empathy, kindness and cooperative play
- promote understanding of festivals, traditions and community events in Bromley and beyond
- model respectful communication at all times
  - We do not tolerate:
    - discriminatory behaviour, stereotyping or intolerance
    - gender segregation or gender-based assumptions
    - isolation of children from the wider community

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- failing to challenge behaviours that contradict British values

### Prevent Duty - Safeguarding Children from Radicalisation and Extremism

We have a legal duty to safeguard children from being drawn into extremism.

All staff:

- complete Prevent Duty training as part of induction and refreshers
- understand the risk indicators for radicalisation
- identify and report concerns promptly to the Designated Safeguarding Lead (DSL)
- act in accordance with our Safeguarding and Child Protection Policy
- work in partnership with Bromley Children's Services and external agencies when appropriate

We ensure:

- a safe, inclusive environment where extremist views cannot thrive
- resources and displays promote community cohesion and respect
- parents and visitors understand our safeguarding expectations
- staff challenge extremist language, behaviours or materials immediately

Any concern relating to radicalisation is reported to:

- The DSL, who may contact the Bromley MASH
- The local Prevent team if needed
- Police in an emergency

### Staff Responsibilities

All staff must:

- model British values consistently
- challenge discriminatory or harmful behaviours by children, adults or visitors
- use inclusive language and resources
- follow the Prevent Duty and equality legislation
- document concerns and incidents appropriately
- undertake regular training in safeguarding, equality and British values

Key persons play a crucial role in ensuring children feel secure, valued and confident in expressing themselves and learning about the world.

### Working in Partnership with Parents

We:

- share information about British values through displays, newsletters, the curriculum and conversations

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- encourage families to share their cultures, languages and traditions
- ensure parents understand our approach to inclusion, equality and respect
- work sensitively to challenge discriminatory views or behaviours
- provide support and signposting for families where necessary

### Monitoring and Review

The Manager/DSL:

- monitors the curriculum, environment and staff practice
- ensures British values are embedded across provision
- reviews this policy annually or earlier if legislation changes
- ensures compliance with Ofsted, EYFS and Local Authority Safeguarding Partnership requirements
- updates staff training in line with Bromley's safeguarding guidance

### Legal Framework

- Equality Act 2010 & Public Sector Equality Duty
- Early Years Foundation Stage (EYFS) 2024
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Ofsted Education Inspection Framework (EIF) 2025
- London Borough of Bromley Safeguarding Children Partnership Procedures

### Further Guidance

- Prevent Duty Guidance for Early Years (DfE 2023)
- Fundamental British Values in the Early Years (Foundation Years 2024)
- Government Equalities Office guidance on the Equality Act
- Bromley Children's Safeguarding Partnership documentation
- DfE: Promoting British values guidance for childcare providers