Safeguarding and Welfare Requirement: Equal Opportunities

British values

Policy statement

We are fully committed to promoting fundamental British values, equality of opportunity, inclusion and respect for diversity across our setting. We comply with the Equality Act 2010 and make reasonable adjustments where required. Where the Public Sector Equality Duty applies to a public authority or to the exercise of a public function, we support the duty to eliminate discrimination, advance equality of opportunity and foster good relations.

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

Fundamental British values are promoted in an age-appropriate way through the Early Years Foundation Stage (EYFS) statutory framework for group and school-based providers in force from 1 September 2026, and are reflected in our interactions, play-based curriculum, resources and culture.

We have regard to the Prevent duty under the Counter-Terrorism and Security Act 2015 and the current Prevent duty guidance for England and Wales (2023). Prevent aims to stop people becoming terrorists or supporting terrorism. In early years this is addressed proportionately and as part of our wider safeguarding responsibilities.

September 2026 statutory and local update

This policy reflects the EYFS statutory framework for group and school-based providers effective from 1 September 2026, Working Together to Safeguard Children 2026, current Prevent duty guidance, current London Child Protection Procedures and Bromley Safeguarding Children Partnership (BSCP) procedures.

Where Ready Steady Grow delivers government-funded early education, we actively promote the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. Practice remains age-appropriate, inclusive and rooted in children's everyday experiences.

British values must never be used to stereotype, marginalise or treat a child or family less favourably because of religion, belief, race, disability, sex or another protected characteristic.

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Staff challenge racism and discrimination and promote an inclusive, anti-discriminatory culture, in line with Working Together 2026 and the Equality Act 2010.

Procedures

- **Promoting British Values Through Everyday Practice**
  British values are woven throughout our practice, curriculum, environment, expectations and interactions.

- **Democracy – Making decisions together**
  (Linked particularly to Personal, Social and Emotional Development (PSED), Communication and Language, and Understanding the World.)
  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 particularly to PSED, including self-regulation, 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 particularly to PSED and 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

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- 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 and Tolerance of Those with Different Faiths and Beliefs
  (Linked particularly to PSED and 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
  - failing to challenge behaviours that contradict British values

Prevent Duty – Safeguarding Children from Radicalisation and Extremism

We treat susceptibility to radicalisation as a safeguarding concern. Staff remain alert to possible radicalising influences in person and online and respond proportionately to the child's age, circumstances and vulnerability.
All staff:

- receive Prevent awareness as part of safeguarding induction and ongoing/refresher training appropriate to their role
- understand that there is no single profile of susceptibility to radicalisation and consider changes or concerns in context rather than relying on stereotypes
- identify and report concerns promptly to the Designated Safeguarding Lead (DSL)
- act in accordance with our Safeguarding and Child Protection Policy
- work with Bromley Children and Families Hub, Bromley Prevent/Channel arrangements and other agencies where appropriate

We ensure:

- a safe, inclusive environment where extremist views cannot thrive

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- resources and displays promote community cohesion and respect
- parents and visitors understand our safeguarding expectations
- staff challenge extremist language, behaviours or materials immediately
- Staff consider online as well as offline influences. Concerns about extremist or terrorist content, grooming or contact online are managed through the setting's safeguarding and online-safety procedures and shared with the DSL without delay.
  Any concern relating to radicalisation is reported to:
- The DSL. Safeguarding referrals are made through the Bromley Children and Families Hub (C&F Hub): 020 8461 7373 / 7379 (Mon-Fri 8.30am-5pm), candfhub@bromley.gov.uk; out of hours 0300 303 8671
- Bromley Prevent where appropriate: Prevent@bromley.gov.uk. The DSL may also seek advice via the ACT Early Support Line or consider a Prevent/Channel referral in line with local arrangements
- Police on 999 where there is an immediate risk to life or safety. Prevent concerns do not replace normal child-protection action where a child may be suffering or likely to suffer harm

Staff Responsibilities

All staff must:

- model British values consistently
- challenge discriminatory or harmful behaviours by children, adults or visitors
- use inclusive language and resources
- challenge racism, discrimination, prejudice and stereotyping, including where concerns involve adults, children, visitors, resources or online material
- follow the Prevent Duty and equality legislation
- document concerns and incidents appropriately
- undertake safeguarding, equality and Prevent/British values training and updates appropriate to their role, and reflect learning in supervision and practice
  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
- encourage families to share their cultures, languages and traditions
- ensure parents understand our approach to inclusion, equality and respect

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- 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
- checks practice against the current EYFS, Ofsted early years inspection arrangements, Working Together 2026, Prevent guidance and BSCP/London safeguarding procedures
- updates staff training in line with Bromley's safeguarding guidance

Legal Framework

- Equality Act 2010 & Public Sector Equality Duty
- Early Years Foundation Stage statutory framework for group and school-based providers (effective 1 September 2026)
- Counter-Terrorism and Security Act 2015 (Prevent Duty)
- Working Together to Safeguard Children 2026
- Ofsted early years inspection toolkit and operating guide in use from 1 September 2026
- Current Bromley Safeguarding Children Partnership procedures and London Child Protection Procedures

Further Guidance

- Prevent duty guidance: England and Wales (2023), current statutory guidance
- DfE/GOV.UK guidance on fundamental British values and current early education and childcare statutory guidance (valid from 1 April 2026)
- Government Equalities Office guidance on the Equality Act
- Current BSCP policies, procedures and guidance, including London Child Protection Procedures and Working Together 2026
- London Borough of Bromley Prevent and Channel information and referral arrangements
- Policy updated: September 2026
- Next review: September 2027, or sooner if the EYFS, Prevent guidance, equality law, Ofsted arrangements or Bromley/BSCP safeguarding procedures change.