

## Equality of Opportunity

### 1.13.1 British Values

#### Policy statement for St Joseph's Out of School Club

At St Joseph's Out of School Club we are committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment and actively promote inclusion, equality of opportunity, the valuing of diversity and British values.

#### Background

The Prevent Duty and Promoting British Values from 1 July 2015 required that all schools, registered early years childcare providers and registered later years childcare providers are subject to a duty under section 26 of the Counter Terrorism and Security Act 2015, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism"<sup>1</sup>. Under Section 26 we are required to:

- know about and identify early indicators in children, staff and others associated with the Out of School Club;
- develop the confidence to challenge and intervene;
- assess the risk of our children being drawn into terrorism and terrorist ideology;
- have clear protocols and keep records; and
- be monitored by Ofsted in how we exercise these duties.

Under the Equality Act 2010, which underpins standards of behaviour and incorporates both British and universal values, St Joseph's Out of School Club has a legal obligation not to directly or indirectly discriminate, harass or victimize 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.

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, ie.

- so that they are able to listen and attend to instructions;
- know the differences between right and wrong,
- recognise similarities and differences between themselves and others;
- make and maintain friendships;
- develop empathy and consideration for 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; and
- to understand the consequences of hurtful/discriminatory behaviour.

#### Procedures

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 2017 EYFS and are further clarified below<sup>2</sup>.

<sup>1</sup> Known as Prevent Duty – see Policy 1.2 Safeguarding Children and Child Protection

<sup>2</sup> 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, play leaders and assistants 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, eg. recognising when they do or do not need help.
- Play leaders and assistants support the decisions that children make and provide activities that involve turn-taking sharing and collaboration. Children are given opportunities to develop enquiring minds where questions are valued.

*Rule of law, or understanding that rules matter*

[through the prime area of Personal, Social and Emotional Development]

- Play leaders and assistants ensure that children understand their own and others' behaviour and its consequences.
- Play leaders and assistants collaborate with children to create rules and the codes of behaviour, eg 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, e.g through allowing children to take risks on an obstacle course, mixing colours, talking about their experiences and learning.
- Play leaders and assistants 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.

*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]

- Play leaders and assistants 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.
- Play leaders and assistants encourage and explain the importance of tolerant behaviours, such as sharing and respecting other's opinions.
- Play leaders and assistants promote diverse attitudes and challenge stereotypes, eg. sharing stories that reflect and value the diversity of children's experiences and providing resources and activities that challenge gender, cultural or racial stereotyping.

At St Joseph's Out of School Club it is not acceptable to:

- fail to challenge gender stereotypes and routinely segregate girls and boys;
- isolate children from their wider community; and
- 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.

### **Staff responsibilities**

All play leaders and assistants and staff working with children must be familiar with the process by which we can at least begin to identify those children who may be vulnerable to radicalisation. Understandably, there is no single way of identifying an individual who is likely to be susceptible to a terrorist ideology, but staff should be alert to changes in children's behaviour, which could indicate they may be in need of help or protection.

Clearly very young children are extremely susceptible to suggestion from adults and other sources and we need to recognise and assess the context of what appears to be extremist behaviour. Staff will always seek guidance from the Play Leader who in turn will be advised by the Local Authority experts where behaviour is deemed to be of a reportable or uncertain nature.

### **Training and awareness**

As part of our statutory duties we will ensure that staff are fully trained to understand how to minimize the possibility of radicalisation. This will be achieved by promoting behaviours and understanding in children that are fundamental to the EYFS.

- Ensure that all staff are fully aware of the threats, risks and vulnerabilities that are linked to extremism and radicalization. This includes being alert to early indicators, responding to and reporting. Training will include all staff including part-time, bank and volunteers.
- We will follow the recommendations of the Local Authority and ensure staff attend Prevent, or other recommended training and that this is relevant to the job role in St Joseph's Out of School Club.
- Staff are required to be familiar with the Out of School Club's policies and procedures.

### **Legislation**

- Equality Act 2010
- Counter Terrorism and Security Act 2015
- 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)

### **Further information**

- Early Years Foundation Stage 2017
- Policy 1.2 Safeguarding children and child protection (including managing allegations of abuse against a member of staff)
- Policy 1.12.2 Preventing Radicalisation Additional Information All staff have undertaken Prevent Duty training and our Designated Safeguarding Lead ensure that all staff are kept up to date with regards to safeguarding.

<b>Version Number</b>	<b>Author</b>	<b>Purpose of change</b>	<b>Date</b>
<b>1.0</b>	<b>NP and HS</b>	<b>Updating policies</b>	<b>23.01.2023</b>