

Acorn Pre-school and the Mighty Oaks Clubs, Shefford

British values

Policy statement

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. The 9 protected characteristics are:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion and belief,
- sex and
- sexual orientation.

We make reasonable adjustments to procedures and practices to ensure that those with protected characteristics are not at a substantial disadvantage. As we are in receipt of public funding we also have a public sector equality duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

Procedures

British Values

The British Values are embedded throughout the 2014 Early Years Foundation Stage (EYFS) within the 7 areas of learning and development. At Acorn we actively promote the fundamental British Values which are:-

- democracy,
- rule of law,
- individual liberty,
- mutual respect and
- tolerance for those with different faiths and beliefs

These are interpreted for our children as learning right from wrong, learning to take turns and share, listening to others, learning about rules and boundaries and challenging negative views and stereotypes. We do not promote views and theories that are contrary to established scientific or historical evidence and explanations.

At Acorn 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

Prevent Strategy

Under the Counter-Terrorism and Security Act 2015 we also have a duty "to have due regard to the need to prevent people from being drawn into terrorism"

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)

Other useful Pre-school Learning Alliance publications

- Guide to the Equality Act and Good Practice (2015)

This policy gained staff consent on 17th December 2015

This policy was the subject of parent consultation between 6th and 19th January 2016

This policy was adopted at a minuted full meeting of the Committee held on

Confirmed on behalf of Acorn Pre-school and the Mighty Oaks Clubs

Signature

Position Date