

Mad Hatters

Promoting British Values

This Policy is also supported with our Safeguarding Policy

The Prevent Duty & Promoting British Values From 1st July 2015 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”.

This duty is known as the Prevent duty. Here at Mad Hatters we take Safeguarding very seriously, therefore to ensure that we adhere to and achieve the Prevent duty we will;

Provide appropriate training for staff to ensure everyone is aware of their responsibilities. Part of this training will enable staff to identify children who may be at risk of radicalisation

We will build the children’s resilience to radicalisation by promoting fundamental British values and enabling them to challenge extremist views (for early years providers the statutory framework for the EYFS sets standards for learning, development and care for children from 0-5, thereby assisting their personal, social and emotional development and understanding of the world)

We will ensure that our staff understand the risks so that they can respond in an appropriate and proportionate way

We will be aware of the online risk of radicalisation through the use of social media and the internet

As with managing other safeguarding risks, 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 we will notice any changes in behaviour, demeanour or personality quickly

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 that we already have a rapport with our families so we will notice any changes in behaviour, demeanour or personality quickly

We will work in partnership with our Local Safeguarding Children’s Board.

We will build up an effective engagement with parents/carers and families. (This is important as they are in a key position to spot signs of radicalisation)

We will assist and advise families who raise concerns with us. It is important to assist and advise families who raise concerns and be able to point them to the right support mechanisms

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We will ensure that any resources used in the preschool are age appropriate for the children in our care and that our staff have the knowledge and confidence to use the resources effectively

Mad Hatters Day Nursery Limited Is Committed To An Equal Opportunities Policy

At Mad Hatters we believe that all children have a right to an equal service. We have an equal opportunities policy, which we ensure is followed through no matter what race, origin, sex, nationality, disability, religion and age of the child. Everyone is an individual with their own custom, values and beliefs. We emphasise on promoting anti racist and anti sexist behaviour, while supporting British Values using the Early Years Foundation Stage as guidance.

We do need to be aware of the following:

The multicultural nature of society – within our nursery we have a variety of children who have different abilities, disabilities and come from different racial, religions and cultural backgrounds. We are here to encourage our children to respect and value differences in other people and discourage them from making racist, sexist and anti social remarks which will upset other people.

Avoidance of Stereotyping – We should not expect a child to conform to stereotyping - a pattern of behaviour which we consider to be standard for the particular group to which a child belongs - nationality, ethnic group, social group or gender. Children from various backgrounds and cultures, socialise with each other, this helps to widen their knowledge and experience of people and their educational process.

Gender – We believe that boys should not be expected to behave differently to girls and visa versa. Both sexes must have the same opportunity to play with the full range of toys and to take part in all types of activities.

Language and Accent – It is important that children can understand what is being said to them, particularly when a child comes from a different background. It is of the utmost importance to respect the language which is spoken at home. Children who are bilingual can often move easily from one language to another and this will be encouraged.

The Importance of Self Image – All children are individuals in their own right and need to be encouraged to develop their own self image, as this will give them a positive approach to themselves and their fellow beings. Self confidence - to enable them to cope with people and the environment around them. Self reliance – encouraging independence, helping them to cope and to do things for themselves e.g. taking their own coats off etc. All our toys, books, puzzles, art materials, imaginative play, games

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etc. are aimed with the above policy in mind. All festivals are celebrated whether Christian or non Christian.

Inclusion is a process of identifying, understanding and breaking down barriers to participation and belonging. The concept of belonging is fundamental to racial equality

- We aim to provide equal opportunities for all children and staff. Managers and staff can encourage children to see their role in the bigger picture, encouraging children to know their views count, value each other's views and values and talk about their feelings, for example when they do or do not need help. When appropriate demonstrate democracy in action, for example, children sharing views on what the theme of their role play area could be with a show of hands.
- Staff can support the decisions that children make and provide activities that involve turn-taking, sharing and collaboration. Children should be given opportunities to develop enquiring minds in an atmosphere where questions are valued. Staff should encourage and explain the importance of tolerant behaviours such as sharing and respecting other's opinions.
- Staff will be recruited with respect to their occupational skills and their ability to work effectively and safely.
- No one at Mad Hatters will receive less favourable treatment because of their race, culture, age, gender marital status or disability. Everyone will be respected and their potential nurtured. Staff can ensure that children understand their own and others' behaviour and its consequences, and learn to distinguish right from wrong.
- We shall endeavour to meet the requirements of all families, regarding cultural, religious, medical and special educational needs, in an appropriate way. Managers and leaders will 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 a tolerance and appreciation of 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 and share and discuss practices, celebrations and experiences.
- Discriminatory remarks or behaviour are not acceptable and will be challenged. Staff can collaborate with children to create the rules and the codes of behaviour, for example, to agree the rules about tidying up and ensure that all children understand rules apply to everyone.
- Activities and opportunities will be selected to enhance children's self worth and respect for others, by avoiding stereotypes and derogatory images about others. Children should develop a positive sense of themselves. Staff can 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.

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- Any medical, cultural or dietary food requirements will be met.
- We welcome families and children from a variety of backgrounds and cultures. The children will learn about a wide array of cultures and will be introduced to festivals from many different cultures.
- We welcome children where English is their second language. If needed we will seek help from outside agencies. Staff should 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 in a small group discuss what they feel about transferring into Reception Class.
- We promote equality of opportunity and good relationships between people of different racial groups. Staff will 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 and racial stereotyping.

What is not acceptable is:

- actively promoting intolerance of other faiths, cultures and races
- failure to challenge gender stereotypes and routinely segregate girls and boys
- isolating children from their wider community
- failure 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