

## **Equality of Opportunities and Diversity Policy**

**(Cross reference to Committee Policy, Child Protection Policy, Children in Care and Looked After Children Policy, Safe Recruitment Policy, Staff Behaviour Policy, Staff Supervision Policy, Key Person and Partnership with Parents/Carers Policy and SEND Policy)**

Busy Bees works in accordance with all relevant legislation including the Equality Act, the Prevent Duty and the SEND 0-25 Code of Practice. Busy Bees staff believe in promoting equal opportunities for everyone and value diversity in children, parents, carers, staff, visitors and all others we meet. All children are given equal concern and are fully supported to reach their full potential.

We believe that all children have an entitlement to equal access of a broad balanced, relevant and differentiated curriculum. Busy Bees staff strive to ensure that all children develop self-confidence and high self-esteem. The diversity of individuals and communities is valued and respected. No person including children, families or staff members are discriminated against.

The Manager has overall responsibility for Equal Opportunities and Diversity. All Busy Bees staff understand and promote equal opportunities through:

- Attending suitable training
- Encouraging children to recognise their own unique qualities and the characteristics they share with other children
- Working with families to ensure that individual information is gained for each child about such things as family customs and beliefs, home language, dietary requirements etc
- Monitoring the learning environment and use of resources to ensure a broad and balanced curriculum that reflects our culturally diverse society, and which is suitable for both active and more passive children
- Promoting an anti-bias curriculum to actively challenge any negative feelings towards and stereotyping of others. This will be partly through using dolls, puppets and books to tell stories which help children to question their own feelings and views and to promote a sense of justice and fairness
- Challenging negative comments from both children and adults
- Providing a range of equipment which reflects a diverse society such as dual language books, home corner equipment and small world toys which reflects a range of home cultures, stories which reflect the diversity of our society
- Celebrating a wide range of cultural festivals using appropriate teaching materials reflecting the religious and cultural beliefs of the children and families using our provision
- Writing notices in a variety of community languages, especially languages used by families using our provision

- All children, irrespective of ethnicity, culture or religion, home language, family background, learning difficulties or disabilities, gender or ability will have the opportunity to experience a challenging and enjoyable programme of learning and development

Fundamental British Values Following the Department for Education's (DfE) Statutory Requirements for Early Years providers, we strive to ensure we teach the children in our care 'The Fundamental British Values'. The Fundamental British Values are democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs (as already implicitly embedded in the Early Years Foundation Stage.) Separately, the Counter Terrorism and Security Act also places a duty on early years providers "to have due regard to the need to prevent people from being drawn into terrorism" (the Prevent duty).

Busy Bees have the following ethos and values:

### **Democracy:**

Making decisions together as part of the focus on self-confidence and self-awareness as cited in Personal, Social and Emotional Development: – Busy Bees staff 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 toys to get out by using children's choice cards. Busy Bees staff support the decisions that children make and provide activities that involve turn-taking, sharing and collaboration. Children are given opportunities to develop enquiring minds in an atmosphere where questions are valued.

### **Rule of law:**

Understanding rules matter as cited in Personal Social and Emotional development as part of the focus on managing feelings and behaviour: – Busy Bees Staff ensure that children understand their own and others' behaviour and its consequences and learn to distinguish right from wrong. Busy Bees staff collaborate with children to create the rules and the codes of behaviour, for example, our 'Busy Bees Golden rules' and ensure that all children understand rules apply to everyone. Individual liberty: freedom for all as part of the focus on self-confidence & self-awareness and people & communities as cited in Personal Social and Emotional development and Understanding the World: – Children develop a positive sense of themselves. Busy Bees staff 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 the slide, mixing colours, talking about their experiences and learning.

Busy Bees staff 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.

### **Mutual respect and tolerance:**

treat others as you want to be treated As part of the focus on people & communities, managing feelings & behaviour and making relationships as cited in Personal Social and Emotional development and Understanding the World: – Busy Bees has an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued, and children are engaged with the wider community – Children 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 – Busy Bees staff encourage and explain the importance of tolerant behaviours such as sharing and respecting other's opinions – Busy Bees staff 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

Busy Bees staff will not:

- Actively promote intolerance of other faiths, cultures and races
- Fail to challenge gender stereotypes and routinely segregate girls and boy
- Isolate children from their wider community
- Fail to challenge behaviours (whether of staff, children or parents/carers) 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 Duty All schools and childcare providers must have regard to the statutory guidance issued under section 29 of the Crimes and Counter Terrorism and security act 2015. The Prevent Duty aims to prevent people being drawn into terrorism. Busy Bees recognises that we have a duty to support vulnerable families and children of any faith, ethnicity or background, before their vulnerabilities are exploited by those who would want them to embrace terrorism, and before they become involved in criminal terrorist related activity.

All Busy Bees staff have completed Channel General Awareness training on the Prevent Duty, so they are aware of the Governments Counter-Terrorism Strategy (CONTEST) and understand when and how to make a referral to Channel. Channel is a programme which focuses on providing support at an early stage to people who are identified as being vulnerable to being drawn into terrorism.

If Busy Bees staff suspect a child or family is at risk of being radicalised or is showing extremist views or behaviour (i.e. Far right views, extremist animal rights views, anti-establishment views, strong Islamist views), is showing a vocal or active opposition to the Fundamental British values, or is expressing views for the call of death to members of our British armed forces whether in this country or overseas, we will make a referral to Children's Services Front Door 01452 426565, or to the Channel Police Practitioner on 101, or alternatively call the Anti-Terrorist hotline on 0800789321. It is important to remember that Extremist views should not be confused with traditional religious practice.

