

## Learning and Development

### Inclusion

Equality and Diversity (Equal Opportunities) Policy including  
Fundamental British Values

## Statutory Framework for the Early Years Foundation Stage

### Quote Ref: Introduction 3

'The EYFS seeks to provide....equality of opportunity and anti discriminatory practice, ensuring that every child is supported and included.'

### **Purpose of the Policy**

The purpose of the policy is to create an ethos of inclusivity and tolerance where children learn to develop a positive sense of themselves, and others.

We aim to:

- Provide an environment which reflects the children and families who attend the Family Centre and the wider community
- Support children to form positive relationships and develop respect.
- Explore and challenge our own and other's prejudices to ensure the Family Centre is a welcoming place where children and families feel safe and are able to thrive.

### **What parents\carers should do:**

- Share information with us that is important to you, your child and the family including details of your close and wider family, your views, beliefs, faith, culture and race.
- Behave appropriately within the Family Centre setting a good example for your child and other's to follow.
- Make us aware if you feel another parent/carer or member of staff treats you or your child unfairly or their behaviour is not appropriate.

- Be aware a member of staff will challenge you if your behaviour is not appropriate. This may be recorded and reported depending on the type and severity of the behaviour.

#### **What we will do:**

- Treat all those who work, access services, visit or live in the community with respect and dignity.
- Meet the requirements of the Equality Act 2010 and the **Prevent Duty Guidance 2015**
- Report any concerns of suspected\potential radicalisation of any family\child\young person to the **Cohesion and Prevent Officer (Ray Powell)**: 01226 787733 (internal extension 6733) Secure email (Prevent concern) prevent@barnsley.gcsx.gov.uk  
<https://www.barnsley.gov.uk/prevent-and-channel>
- Gather information which will help us understand you, your child and your wider family.
- Assess the environment, access training and disseminate good practice.
- Consult with families, the wider community and professionals regularly to ensure people have a say in how the centre operates.
- Challenge and report any incidents of discrimination
- Provide learning and development opportunities which are planned and tailored around the needs and interests of each individual child.
- Take steps to support children whose first language is not English to develop both their home language and to reach a good standard of English.
- Incorporate 'British Values' within our teaching, including democracy, rule of law, individual liberty and mutual respect and tolerance by:  
**Democracy** – encouraging self-confidence and self-awareness by supporting children to value each other's views and values, know their views count and talk about their feelings. This will include involving children in decisions within the Family Centre.

**Rule of law** – support children to understand that rules are important. Teach children to understand right from wrong and that their own and others behaviour has consequences. This will include working with children to set rules and codes of behaviour.

**Individual liberty** – teach children to develop a positive sense of themselves by providing opportunities for them to develop their self-knowledge, self-esteem and increase confidence in their abilities. This will include allowing children to take appropriate risks, talk about experiences and feelings, and develop the understanding of differing opinions.

**Mutual Respect and Tolerance** – support children to value each other and those in the wider community, develop children’s understanding of similarities and differences between themselves, others and among families. This will include providing resources and activities that challenge gender, cultural and racial stereotyping, and providing opportunities when children have to share resources and explore cultures, faiths, traditions and celebrations.