

British Values Guidelines

Statement of intent

These guidelines set out the framework in which The Learning Trust will ensure that it actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs.

These values are officially taught through the RE and PSHE curriculum but are also further nurtured through each school's ethos and promotion of spiritual, moral, social and cultural (SMSC) understanding. This can happen through other subjects, form time, assemblies and other events, including attendance by and involvement of various outside agencies.

Legal Framework

These guidelines take into account the following legislation and guidance including, but not limited to, the:

- Equality Act 2010
- Counter-Terrorism and Security Act 2015
- Ofsted (2015) School Inspection Handbook
- DfE (2014) Improving the spiritual, moral, social and cultural (SMSC) development of pupils: supplementary information

These guidelines will be implemented in conjunction with the Trust's:

- Equality Policy and Procedures
- Staff Code of Conduct Policy
- Complaints Policy and Procedures
- Staff Acceptable Use Policy (AUP)
- Dignity at Work Policy
- Social Media Policy
- Staff Disciplinary Policy
- Teacher Appraisal Policy
- Teacher Capability Policy
- Dealing with Allegations of Abuse against Staff Policy
- Data Protection Policy

They are also implemented in conjunction with the schools':

- Behaviour Policy and Behaviour Policy Guidelines
- Safeguarding and Child Protection Policy

- Non-Radicalisation Policy
- Anti-Bullying Policy
- Online Safety Policy
- Student Acceptable Use Policy (AUP)
- RSE and Health Education Policy
- Peer on Peer Abuse Guidelines
- Early Career Teacher (ECT) Induction Policy

Roles and Responsibilities

- The Headteacher at each school within the Trust will ensure that all teachers and staff are aware of the requirement to uphold British values through the methods outlined in these guidelines, and will ensure that the appropriate procedures are in place to carry out these methods.
- Teachers and support staff will ensure that their lessons are inclusive of, and sensitive to, the fundamental British values.
- Pupils are expected to treat each other and staff with respect, in line with the schools' Behaviour Policy.

Aims and objectives

Through our guidelines, we aim to ensure that our pupils have:

- An understanding of how citizens can influence decision-making through the democratic process.
- An appreciation that living under the rule of law protects individual citizens and is essential for their wellbeing and safety.
- An understanding that there is a separation of power between the executive and the judiciary, and that while some public bodies, such as the police and the army, can be held to account through Parliament, others such as the courts maintain independence.
- An understanding that the freedom to hold other faiths and beliefs is protected in law.
- An acceptance that people having different faiths or beliefs to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour.
- An understanding of the importance of identifying and combatting discrimination.

Democracy

- At The Learning Trust, pupils have numerous opportunities to have their views heard through the pupil-elected school council.

- Our pupils are encouraged to have an input into what and how they learn to instil an understanding of democracy for their future.

The Rule of Law

- The Learning Trust has a high regard for the laws that govern and protect the schools, the responsibilities that this involves, and the consequences when laws are broken.
- Pupils are taught these values and the reasons behind laws, whether they govern the classes, the schools or the country, that are essential for their well-being and safety. Pupils are allowed healthy debate in class on the matter to encourage recognition of the importance of the law.
- The schools organise visits from authorities throughout the academic year in an effort to reinforce the reality and importance of this message.
- The schools understand the importance of promoting British values through a comprehensive and unprejudiced curriculum.

Individual Liberty

- At The Learning Trust, a safe and supportive environment is fostered, where pupils are actively encouraged to make choices. Whether it is choosing a challenging task or an extra-curricular club, pupils have the freedom to base their choices on their interests.
- Pupils are taught about their rights and personal freedoms, and are encouraged to learn how to exercise these safely, for instance through teaching on e-safety and PSHE lessons.

Mutual Respect

- Respect forms a core pillar of The Learning Trust's ethos. Pupils are treated with respect and learn to treat each other and all members of staff with respect.
- This is reinforced through our Behaviour Policies and posters throughout the schools promoting mutual respect.

Tolerance of those of different faiths and beliefs

- The Learning Trust acknowledges that tolerance is achieved through pupils' knowledge and understanding of their place in a culturally-diverse society and the opportunity for pupils to experience such diversity.
- Throughout the year, assemblies are held focussing on bullying, with reference to prejudice-based bullying, and discussion is encouraged.
- Tolerance of those of different faiths and beliefs is supported by the RE and PSHE curriculums.
- The schools encourage pupils from different faiths or religions to share their knowledge with their peers to enhance their learning.

Challenging views at odds with British values

- The schools openly challenge opinions and behaviour, demonstrated by both staff and are at odds with British values.

Staff Training

- At The Learning Trust, members of staff are made aware of their responsibilities in terms of British values during their thorough human resources induction.
- Staff will be offered the opportunity for further training on upholding the British Values guidelines.

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