

The First Federation Trust

British Values Policy

This policy was adopted by the board of directors on:

13 February 2020

This policy sets out the framework in which the First Federation Trust will ensure that we actively promote the fundamental British values of:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of those with different faiths and beliefs.

These values are officially taught through the RE and PSHE curriculum, and are further nurtured through the school's ethos and promotion of spiritual, moral, social and cultural (SMSC) understanding.

Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Equality Act 2010
- Counter-Terrorism and Security Act 2015
- Ofsted (2018) 'School inspection handbook'

This policy operates in conjunction with the following school policies:

- Preventing radicalisation Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Disciplinary Policy and Procedure
- Equality information and objectives

Roles and responsibilities

The Directors are responsible for overseeing the overall implementation of this policy and for ensuring that the British values are upheld throughout the schools within the First Federation Trust.

The Head of Teaching and Learning in each school will ensure that all teachers and staff are aware of the requirement to uphold British values through the methods outlined in this policy, and will ensure that the appropriate procedures are in place to carry out these methods.

The Head of teaching and learning is responsible for disciplining staff who do not uphold British values, in line with the Disciplinary Policy and Procedure.

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 school's Behaviour Policy.

Aims and objectives

Through our policy and procedures, 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

Pupils have numerous opportunities to have their views heard, including through:

- Pupil questionnaires
- The 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 First Federation 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. All pupils are involved in the creation of school rules to inspire them with this understanding.

Pupils are taught these values and the reasons behind laws, whether they govern the class, the school or the country, that are essential for their wellbeing and safety. Pupils are allowed healthy debate in classes on the matter to encourage recognition of the importance of the law.

Each school understands the importance of promoting British values through a comprehensive and unprejudiced curriculum.

Individual liberty

A safe and supportive environment is fostered throughout the schools in the First Federation Trust, 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 and advised on how to exercise these safely, for instance through teaching on e-safety and PSHE lessons.

Mutual respect and tolerance of those of different faiths and beliefs

Respect forms a core pillar of the schools' ethos. Pupils are treated with respect and learn to treat each other and all members of staff with respect.

This is reinforced through the First Federation Trust's Behaviour Policy.

The schools acknowledge 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 curriculum.

The schools encourage its pupils from different faiths or religions to share their knowledge with their peers to enhance their learning.

Challenging views that go against British values

The schools, within the First Federation Trust, openly challenge opinions and behaviour, demonstrated by both staff and pupils, that goes against British values.

The schools adopt a zero-tolerance approach towards discriminatory and prejudicial behaviour. Any pupils displaying this behaviour will be disciplined in line with the Behavioural Policy.

Referrals regarding pupils that may be at risk of radicalisation will be made in accordance with the school's Prevent Duty Policy.

Staff training

Members of staff are made aware of their responsibilities in terms of British values during their induction and through additional training.

Staff will be offered the opportunity for further training on upholding the values in this policy.

Policy review

This policy will be reviewed at least every 3 years by a member of the Trust SLT and the board of directors.