



# BRITISH VALUES POLICY

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MEMBER OF STAFF WITH RESPONSIBILITY FOR REVIEW:	MIKE FISH
THIS POLICY WAS CONSULTED WITH:	LOCAL GOVERNING BOARD
THIS POLICY WAS DISTRIBUTED TO:	MARLEIGH PRIMARY ACADEMY STAFF

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## **1 Introduction**

1.1 This policy sets out the framework in which Marleigh Primary Academy (MPA) 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.

1.2 These values are officially taught through the Religious Education (RE) and Personal, Social, Health & Citizenship Education (PSHCE) curricula, and are further nurtured through the school's ethos and promotion of spiritual, moral, social and cultural (SMSC) understanding (see *SMSC Policy*). A variety of other lessons and each school's ethos also contribute to the promotion of British values – for further details see individual school specific policy.

1.3 This policy also operates in conjunction with the following academy and Trust policies (available on school website and/or by request):

- Prejudice Related Incidents Policy
- Prevent Action Plan
- Positive Behaviour Policy
- Anti-bullying Policy
- Safeguarding and Child Protection Policy
- Equality and Diversity Policy
- Disciplinary Policy and Procedure
- Staff Handbook
- Code of Conduct
- Staff Induction Policy
- Visiting Speaker Policy

## **2 Values, Vision and Aims**

2.1 This policy supports:

2.1.1 Anglian Learning's values:

- Aspiration - We are ambitious for ourselves and all those in our community to be the best we can be.

- Community - We underpin our relationships with a culture of support, respect, and trust, recognising we are stronger together.
- Empowerment - We enable our academies, staff, and learners to embrace new ideas and think creatively.
- Inclusivity - We believe in equality of opportunity, celebrating everyone's differences and supporting learners of all abilities from all backgrounds.

#### 2.1.2 MPA's maxim:

- Elevating Expectations

#### 2.1.3 MPA's values:

- Resilience
- Respect
- Reaching high

*[These are used as a starting point until they can be properly worked out with stakeholders]*

#### 2.2 The specific aims of this policy are to ensure that 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.

### **3 Legal framework**

3.1 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
- Education (Independent School Standards) Regulations 2014
- Ofsted (2019) 'School inspection handbook'
- DfE (2014) 'Improving the spiritual, moral, social and cultural (SMSC) development of pupils: supplementary information'

### **4 Roles and responsibilities**

4.1 The Local Governing Body (LGB) is responsible for the overall implementation of this policy and for ensuring that the British values are upheld throughout the academy.

4.2 The LGB and headteacher will ensure that all 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.

4.3 The headteacher is responsible for disciplining staff who do not uphold British values, in line with the Disciplinary Policy and Procedure.

4.4 Teachers and support staff will ensure that their lessons are inclusive of, and sensitive to, the fundamental British values.

4.5 Pupils are expected to treat each other and staff with respect, in line with the *Positive Behaviour Policy*.

### **5 Democracy**

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

- pupil questionnaires;
- the school council.

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

### **6 The rule of law**

- 6.1 Staff will promote a high regard for the laws that govern and protect the academy, the responsibilities that this involves, and the consequences when laws are broken.
- 6.2 All pupils are involved in the creation of classroom and academy expectations to inspire them with this understanding.
- 6.3 Pupils are taught these values and the reasons behind laws, whether they govern the class, the academy or the country, that are essential for their wellbeing and safety.
- 6.4 Pupils are allowed healthy debate in class on matters such as school uniform to encourage recognition of the importance of rules and the law.
- 6.5 We will aim to organise visits from authorities throughout the academic year in an effort to reinforce the reality and importance of this message.
- 6.6 We understand the importance of promoting British values through a comprehensive and unprejudiced curriculum.

## **7 Individual liberty**

- 7.1 A safe and supportive environment is fostered throughout the academy, 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.
- 7.2 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.

## **8 Mutual respect and tolerance of those of different faiths and beliefs**

- 8.1 Respect forms a core pillar of our academy's values and ethos. Pupils are treated with respect and learn to treat each other and all members of staff with respect.
- 8.2 This is reinforced through our *Positive Behaviour Policy*.
- 8.3 We 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.
- 8.4 Throughout the year, assemblies are held focussing on bullying, with reference to prejudice-based bullying, and discussion is encouraged.

8.5 Tolerance of those of different faiths and beliefs is supported by the RE and PSHCE curricula.

8.6 We encourage pupils from different faiths or religions to share their knowledge with their peers to enhance their learning.

## **9 Challenging views that go against British values**

9.1 Marleigh Primary Academy openly challenges opinions and behaviour, demonstrated by both staff and pupils, that goes against British values.

9.2 We adopt a zero-tolerance approach towards discriminatory and prejudicial behaviour. Any pupils displaying this behaviour will be treated in line with our *Prejudice Related Incidents Policy* and *Positive Behaviour Policy*.

## **10 Staff training**

10.1 Members of staff are made aware of their responsibilities in terms of British values during their induction and through additional training (See *Staff Induction Policy*).

10.2 Staff will be offered the opportunity for further training on upholding the values in this policy as and when the headteacher and LGB deem appropriate.