

British Values Policy

A Policy for Shared Academy Values

Brownhills Ormiston Academy



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1. Legal framework

1.1. This policy will have consideration for the following guidance:

- Ofsted, School Inspection Handbook, 2015.
- DfE, Improving the Spiritual, Moral, Social and Cultural (SMSC) development of pupils, 2013.

1.2. This policy is carried out in conjunction with our following other policies:

- Behaviour Policy; Safeguarding Policy & Prevent Policy

2. Roles and responsibilities

2.1. Brownhills Ormiston Academy understands the importance of promoting British values through a comprehensive and unprejudiced curriculum.

2.2. We understand the vital role that all members of the academy community play in ensuring that groups or individuals are not subjected to discrimination, intimidation or radicalisation by those wishing to unduly, or illegally, influence them,

2.3. The Principal and the Senior Leadership Team will ensure that all teachers and staff are aware of the requirement to uphold British values through the methods outlined in this policy. This will ensure that the appropriate procedures are in place to carry out these methods.

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

2.5. Pupils are expected to treat each other and staff with respect, in line with the academy's Behaviour Policy.

2.6. The academy will have a named senior leader with oversight of the implementation of this policy, which is Mr R Doodson.

3. Democracy

3.1. At Brownhills Ormiston Academy pupils have numerous opportunities to have their views heard through pupil voice questionnaires and the pupil-elected academy council. We have an 'open door' policy with regards to encouraging pupils voices to be shared.

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

3.3. The inclusion of 'big questions' and debate in PSHE is central to developing academy democracy.

4. The rule of law

- 4.1. Brownhills Ormiston Academy has a high regard for the laws that govern and protect us, the responsibilities that this involves and the consequences when laws are broken. Our pupils are involved in the creation of academy rules to inspire them with this understanding.
- 4.2. At Brownhills Ormiston Academy 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 well-being and safety. Pupils are allowed healthy debate in class on the matter to encourage recognition of the importance of the law.
- 4.3. Brownhills Ormiston Academy organises visits throughout the academic year in an effort to reinforce the reality and importance of this message.

5. Individual liberty

- 5.1. At Brownhills Ormiston Academy we foster a safe and supportive environment 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.
- 5.2. Pupils are taught about their rights and personal freedoms and are encouraged and advised on how to exercise these safely, for instance through our PSHE programme of study, complemented by assemblies, themes of the week and tutorial activities.

6. Mutual respect

- 6.1. Respect forms a core pillar of Brownhills Ormiston Academy's ethos. Pupils are treated with respect and learn to treat each other and staff with respect.
- 6.2. This is reinforced through our Behaviour Policy and posters throughout the academy promoting mutual respect.

7. Tolerance of those of different faiths and beliefs

- 7.1. Brownhills Ormiston Academy 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.
- 7.2. Throughout the year, assemblies are held focusing on bullying, with reference to prejudice-based bullying, and discussion is encouraged.
- 7.3. Tolerance of those of different faiths and beliefs is supported by the RE and PSHE curriculum.
- 7.4. We encourage our pupils from different faiths or religions to share their knowledge with their peers to enhance their learning.

8. Staff training

- 8.1. At Brownhills Ormiston Academy staff are made aware of their responsibilities in terms of British values during their thorough human resources induction.
- 8.2. Staff will be offered the opportunity for further training on upholding the British Values Policy. Staff receive regular training as part of the academy CPD programme focused on the sharing of best practice in the teaching of PSHE.
- 8.3. All staff have regularly updated safeguarding training and so they are aware of the need to safeguard and ensure the early identification of any potential issues.
- 8.4. Staff are also 'Prevent' trained, empowering them to know what signs to look for should a young person be engaged in 'radical' action of any nature of experiencing radicalisation.

9. Implementation

- 9.1. The promotion of shared values at the academy is long established and has always been central to the work of the academy. The celebration and recognition of all aspects of our community is a strength of the academy.
- 9.2. Implementation is achieved via the formal curriculum but is also addressed through our interactions with one another. Our academy principles of 'ready, respect, safe' help to ensure that shared values are positive and at the forefront of our thinking.
- 9.3. The PSHE curriculum is carefully linked to the Assemblies and Tutorials programme and complemented by the Themes of the Week.
- 9.4. In addition to the formal curriculum, we address our shared values through: the academy student council; the student leadership programme; the enrichment programme (including trips, visits and outside speakers who visit the academy)
- 9.5. Our shared values are explored through a range of different subjects e.g. English Literature, History and Science. Indeed, there is scope for such exploration across all subject areas in the academy.
- 9.6. The academy behaviour policy is steeped in the promotion of fundamental British values.

10. Evaluation

- 10.1. We ensure that we evaluate the impact of our work towards our shared values through the analysis of: data on racist incidents; data on bullying; data on exclusions/sanctions for unacceptable conduct; data on positive achievements; rewards and recognition events.

11. Review

- 11.1. This policy will be kept under regular review and amended as appropriate to reflect any changes to regulations and specific academy needs. Due: June 2021