

2016

British Values Policy



GROVE
SCHOOL & COLLEGE
A mind set to succeed

British Values

1. Purpose

1.1. Context and Legal framework

At The Grove we value the diversity of backgrounds of all students, families and wider the school community.

The Department for Education states that there is a need:

“To create and enforce a clear and rigorous expectation on all schools to promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs”.

We have responded to this in our statement of British Values displayed on our website.

The Department for Education defines British Values as having the following categories:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs

The Grove reflects British values in all that we do. We encourage our children to be creative, unique, open-minded and independent individuals, respectful of themselves and of others in our school, our local community and the wider world.

Whilst our school has students from different ethnic, cultural, faith and linguistic groups, 95% of students are White English and we have a responsibility to ensure that our children learn about British values as well as an even wider cultural and community heritage, especially the wider community of the UK and the global community.

We wish to show that through our ethos and curriculum The Grove can promote a common sense of identity and support diversity, showing our students how different communities can be united by common experiences and values. We believe that it is the duty of our school to address issues of ‘how we live together’ and ‘dealing with difference’, however controversial and difficult they might sometimes seem.

1.2 This policy will take into consideration the following:

- Ofsted, School Inspection Handbook, 2015.
- DfE, Improving the Spiritual, Moral, Social and Cultural (SMSC) development of pupils, 2013.
- DfE, Promoting Fundamental British Values as part of SMSC, 2014

2. Roles and responsibilities

At The Grove we understand the importance of promoting British values through a comprehensive and unprejudiced curriculum.

2.1 Senior Leadership Team (SLT)

The SLT will ensure British values remain an underpinning focus at The Grove having particular spotlight during our SMSC Discovery Day Programme and British Values Week and that key British values are upheld in the running of the school.

This group will seek to:

- achieve a culture that promotes democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- ensure that there is a common understanding of what fundamental British values are;
- monitor the delivery of SMSC and British values to ensure that high standards are being met;
- ensure students are supported and feel secure that their faiths and beliefs are met with tolerance and respect;
- monitor and evaluate the impact of activities and programmes designed to promote British values;
- liaise with other stakeholders regarding the British values culture within TheGrove School.

2.2 Directors of Study

Directors of Study are responsible for the curriculum delivery within their faculty areas and as such will ensure that relevant topics are delivered with reference to key British values.

This group will seek to:

- ensure that, where appropriate, schemes of work reference British values;
- develop good practice within not only their own faculty but with other faculties and beyond the school;
- liaise with subject staff, communicating any concerns where British values are not being upheld;
- liaise with form tutors / progress leaders regarding concerns where British values are not being upheld;

2.3 Subject Teachers

Subject teachers are responsible for the delivery of lessons in their subject specialisms and will plan relevant activities with respect to key British values.

All teachers should:

- provide activities, where appropriate within the scheme of work, that stimulate and engage the students with topics concerning British values;
- model British values through lesson delivery and promote promotes democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- use teaching resources from a wide variety of sources to help students understand a range of faiths and beliefs;
- inform parents / carers and Directors / Deputy Directors of Study and / or tutors of any issues relating to the culture of British values within The Grove.

2.4 Discovery Day Coordinator

The Discovery Day coordinator is responsible for the planning of a programme of study across all year groups that incorporates key British values. Specific sessions will be delivered raising awareness of British values during the five collapsed curriculum Discovery Days.

They should:

- plan and coordinate British values activities and sessions as part of the Discovery day programme;
- share resources for staff to use to deliver during the Discovery Day programme;
- design a balanced and varied Discovery Day programme which allows students to experience and understand democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- liaise with relevant external agencies and guest speakers to facilitate promotion of British values;
- evaluate the impact of the Discovery Day programme and monitor the impact on students understanding of British values;
- inform SLT / parents / carers and Directors / Deputy Directors of Study and / or tutors of any issues relating to the culture of British values within The Grove.

2.5 Progress Leaders

Progress Leaders are responsible for the academic monitoring and evaluation of the overall experience of groups and individuals in their year groups.

They should:

- monitor the work of tutors and quality of tutor time activities that relate to British values;
- coordinate a tutor time programme which includes focused activities around British values;
- provide feedback back to their line manager about successes and challenges..

2.6 Tutors

Form tutors are responsible for contributing to, and monitoring the progression and well-being of individual students in their tutor group and for providing support and advice to those students with regard to fundamental British values.

Form tutors should:

- monitor student interactions and their approach to British values;
- encourage and develop students' understanding of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- role model, using restorative language, positive attitudes and values;
- deliver sessions and activities to their groups as part of the Discovery day programme and British Values Week.

2.7 Charity and Cohesion Ambassadors

Student ambassadors are responsible for raising awareness of British values with our students via assemblies, tutor activities and other events. The ambassador team also coordinate our British Values Week where all tutor groups complete a week of activities based around the key principles of British values.

This group will seek to:

- promote British values with other students in school through assemblies, tutor time activities, British values week etc.;
- develop extra-curricular activities that promote fundamental British values;
- work with their staff link to develop a series of tutor activities for British Values Week;
- produce a display following British Values Week to demonstrate the work that has been done regarding British values;
- model effective behaviour to other students and encourage democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- liaise with the MDLP on projects relating to British values;

2.8 Parents/Carers

Parents/carers are encouraged to take an active involvement in their children's understanding of British values by:

- using opportunities such as general or local elections to promote fundamental British values;
- model positive behaviour and encourage democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- contacting The Grove to discuss issues or difficulties.

2.9 Students

As well as the core agreed principles of The Grove School, students should also be prepared to:

- engage in lessons and activities that promote British values;

- follow the key principles of fundamental British values including democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs;
- take opportunities to increase their role in school by joining the Charity and Cohesion Ambassadors.

2.10 Business Education Partners

The Grove School invites the community to support our promotion of British values by:

- supporting activities within The Grove;
- providing positive role models;
- volunteering to help with the Discovery Day Programme.

2.11 Governors

It is the role of the Governing Body to monitor and evaluate the effectiveness of this policy and its practice. They will be informed of its impact through:

- links with staff stakeholders;
- annual report to curriculum governors committee;
- Invitation to participate in British values events.

3. The Key British Values at Grove

At The Grove, our 'Community and Charity' ambassador group have British values as one of their core aims and coordinate the school's 'British Values Week' where tutor groups engage in a variety of activities to raise awareness of fundamental British values. In addition to this group we actively promote British values in the following ways:

4.1 Democracy

- Election of lead Ambassadors.
- Student voice is addressed through student focus groups, questionnaires and suggestion boxes.
- Informal voting on issues within tutor time and lessons.
- There is explicit consideration of democracy within Discovery Day sessions.
- The principles of democracy are explored in the whole curriculum e.g. turn-taking, sharing and collaboration, as well as during assemblies and special projects.
- Student Ambassadors are now well established and in 2016/17 are working on:
 - Community events and community cohesion
 - Student voice forums
 - Coordinating charity events within Grove and the local community
- Our student Ambassadors set their own plans for the coming year, liaise closely with the Senior Leadership Team, deliver proposals and negotiate a budget with the Headteacher.
- Achievements are celebrated both in lessons and in our celebration assemblies and rewards are embedded into our school culture and ethos.
- We promote a school environment where questions are valued and encouraged.

4.2 The Rule of Law

- The Grove's ethos promotes and encourages respect and helps students to distinguish right from wrong.
- The Behaviour and Anti-Bullying policies set out a zero tolerance baseline for any form of aggression, abuse or violence, which extends to students, staff and parents and carers. We raise awareness of bullying through our anti-bullying ambassadors who have received training and the Diana Award.
- The importance of laws, whether they be those that govern each class, the school, or the country, are consistently reinforced throughout the school day, as well as when dealing with behaviour and through school assemblies.
- Through Discovery Day sessions, students are taught the value and reasons behind laws, that they govern and protect us, the responsibilities that this involves and the consequences when laws are broken. Visits from role models such as the Police and Fire Service help reinforce this message.

4.3 Individual Liberty

- We pride ourselves on a school culture and ethos that builds respect, tolerance and resilience.
- Both in and out of lessons students are actively encouraged to make choices, knowing that they are in a safe and supportive environment.
- Students are encouraged to know, understand and exercise their rights and personal freedoms and advise how to exercise these safely, for example through our Discovery Day Programme.
- We have a robust anti-bullying culture (refer to Anti-Bullying Policy and Behaviour Policy).
- Our school environment is one that promotes independence and individual communication.
- We all work to promote students' self-esteem and positive sense of self throughout the school day and in the wider community
- From the Year 7 through to Sixth Form students are encouraged to take responsibility for their behaviour and are supported to learn to make safe choices that enable them to grow as individuals and reach their own potential in all aspects of their learning.
- As students move up through the school they are supported to understand their rights and personal freedoms and are given appropriate advice to enable them to make independent decisions.
- Vulnerable students are supported to make appropriate decisions and staff ensure that adults supporting them are doing so with the student's best interests.
- We conduct annual student and parent surveys and use the results to inform the coming year's School Improvement Plan.

4.4 Mutual Respect

- Respect is one of the core values of our school. Our students know and understand that respect is shown to everyone, adults and children.
- School assemblies address what respect means and how it is shown.
- Displays around the school promote respect for others and this is reiterated through our classroom and learning rules, as well as our Behaviour Policy.
- Both in and out of the classroom students are helped to acquire an understanding of, and respect for, their own and other opinions, cultures and ways of life.

- Staff and students are encouraged to challenge prejudicial or discriminatory behaviour. All such incidents are recorded.

4.5 Tolerance of those of different Faiths and Beliefs

- Discussions about prejudices and prejudice-based bullying in tutor time and through the Discovery Day programme.
- Recognition and discussion of religious celebrations during Discovery Days, lessons, tutor time and assemblies.
- Members of different faiths or religions are encouraged to share their knowledge to enhance learning within classes and the school.
- Through the Discovery Day programme and RE curriculum students are encouraged to discuss and respect differences between people, such as differences of faith, ethnicity, disability, gender or sexuality and differences of family situations.
- Links and visits are promoted with local faith communities and places of worship e.g. Students during one Discovery Day take a visit to the 'faith trail'.

5. Staff training

- At The Grove, staff are made aware of their responsibilities in terms of British values during their induction.
- If deemed necessary, staff will be offered the opportunity for further training on upholding the British Values Policy.

6. Monitoring, Evaluation and Development

It is the responsibility of the Grove School staff to implement this policy. The success of the policy will be measured against the following criteria and our students should show:

- 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 well-being 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 choose and hold other faiths and beliefs is protected in law;
- an acceptance that other 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.

Signed:

Date:

Review: