



The Complete Works Policies

British Values

Updated May 2018

1. Legal framework

- 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.
- This policy is carried out in conjunction with our following other policies:
 - Behaviour Policy
 - Spiritual, Moral, Social and Cultural Development Policy
 - Speaking and listening policy
 - PSE policy

2. Background

At the Complete Works 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”.

The Department for Education defines British Values as follows:

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

Our school 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.

3. Roles and responsibilities

- The Complete Works understands the importance of promoting British values through a comprehensive and unprejudiced curriculum.
- The 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.
- All teachers 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 ethos and Behaviour Policy.

4. The key British Values at The Complete Works

At TCW, we actively promote British values in the following ways:

a. Democracy

- Student voice is addressed through open discussion and collaboration. (Student focus groups, questionnaires and suggestion boxes.)
- Informal voting on issues within lessons.

- Students attend their person centred EHCP review meeting and their opinions are shared in the most appropriate and meaningful way as possible.
- There is explicit consideration of democracy within PSE lessons.
- The principles of democracy are explored in the whole curriculum e.g. turn taking, sharing and collaboration, as well as during projects, student council.
- We promote a school environment where questions are valued and encouraged.

b. Student Expectations

- The school's ethos promotes and encourages respect and helps pupils 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 pupils, staff and parent and carers. We raise awareness of bullying by being part of the National Anti Bullying Week and Internet Safety Day.
- The importance of expectations, whether they be those that govern the class, the school, or the country, are consistently reinforced throughout the school day, as well as when dealing with behaviour.
- Through PSE lessons students are taught the value and reasons behind laws, that they govern and protect us and the responsibilities that these involve and the consequences when laws are broken. Occasional visits from authorities such as the Police and Fire Service help reinforce this message.

c. 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 E-Safety and PSE lessons.
- 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
- 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
- Students 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 students best interests.
- We conduct annual student and parent surveys and use the results to inform the coming years school development plan.

d. Mutual respect

- Our students know and understand that it is expected that respect is shown to everyone, adults and students.

- 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.
- We have regular worldview sessions that focus on current affairs, different cultures and countries.

e. Tolerance of those of different faiths and beliefs

- Discussions about prejudices and prejudice-based bullying.
- Recognition and discussion of religious celebrations in lessons.
- Members of different faiths or religions are encouraged to share their knowledge to enhance learning within classes and the school eg. a discussion of fasting during Ramadan.
- Through the PSE and RE curriculums 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.
- Ensure that all visitors to the centres do not practice extremism in anyway and respect other cultures.

5. Staff training

- The Complete Works 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.
- Staff should not express any personal political views and must always remain neutral when discussing political affairs.