



St James & Emmanuel
Academy Trust

Didsbury CE
Primary School 

West Didsbury CE
Primary School 

St Wilfrid's CE
Primary School 

Didsbury CE 
Primary School

Christian school exists to provide a **welcoming** environment in
which everybody is **cherished** and **challenged** to fulfil their
potential

The three values we embrace:

Belonging, Believing, Becoming

British Values Policy

British Values Policy

Date	Review Date	Coordinator	Nominated Governor
61119	Autumn 2022	Simon Ball	Chair of Governors

We believe this policy relates to the following legislation:

- Education Act 2002
- Education and Inspections Act 2006
- Equalities Act 2010
- Children Act 2011

The following documentation is also related to this policy:

- Citizenship and Belonging: What is Britishness? (Commission for Racial Equality)
- Diversity and Citizenship (DES)
- Prevent Strategy 2011
- Promoting British values as part of SMSC (DES)
- Teachers' Standards (DfE)

We believe British values are best defined as 'democracy, the rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs' although these values are not actually unique to Britain alone.

We support the rule of English and criminal law and we will not teach anything that undermines it.

We have a duty to actively promote and embed these values and to challenge pupils, school personnel or parents who express extremist views contrary to fundamental British values. We want to ensure pupils are prepared for life in modern Britain by the active promotion of and respect of British values.

We believe these values are reinforced regularly through a broad and balanced curriculum and through:

- The school council and school councillor elections (**Democracy**)
- School rules and codes of behaviour (**Rule of Law**)
- Extra-curricular activities and Online Safety (**Individual Liberty**)
- School Behaviour Policy (**Mutual Respect**)
- RE, celebration of different faiths and cultures, visit to places of worship of world faiths, promoting languages of EAL pupils, links with schools in other countries (**Tolerance of those of Different Faiths and Beliefs**)

We give pupils 'first-hand experience of the diverse make-up of modern British society' by teaching them respect for other faiths and developing their awareness and knowledge of communities different than their own.

We value the diverse ethnic backgrounds of all our pupils and throughout the year we hold a variety of events to celebrate these.

We 'expect teachers to uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school' and 'not to undermine fundamental British values'.

We aim to maintain our Outstanding grading in all School inspections by ensuring that pupils understand the importance of British values and leave School ready to play their full part in British society.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a School community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010 which became law in schools in 2015. All of our policies pay heed to the protected characteristics detailed in the Act.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

Aims

- To actively promote and embed British values.
- To further tolerance and harmony between different cultural traditions by enabling pupils to acquire an appreciation of and respect for their own and other cultures
- To encourage respect for other people
- To give pupils first-hand experience of the diverse make-up of modern British society.
- To challenge pupils, school personnel or parents who express extremist views contrary to fundamental British values
- To keep our pupils safe and ensure they are prepared for life in modern Britain by the active promotion of and respect of British values
- To encourage respect for democracy and the democratic process
- To respect the basis on which law is made and applied
- To share good practice within the school and with other schools.
- To work with other schools to share good practice in order to improve this policy.
- To prevent the promotion of partisan political views
- To ensure that when political issues are brought to the attention of pupils they are offered a balanced presentation of opposing views

Responsibility for the Policy and Procedure

Role of the Governing Body

The Governing Body has:

- delegated powers and responsibilities to the Head of School to ensure all School personnel and stakeholders are aware of and comply with this policy;
- responsibility for ensuring that the School is prepared for any type of inspection;
- responsibility for ensuring full compliance with all statutory responsibilities;
- responsibility for ensuring that the School complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- make effective use of relevant research and information to improve this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- nominated a link governor to visit the School regularly, to liaise with the Head of School and to report back to the Governing Body;
- responsibility for the effective implementation, monitoring and evaluation of this policy.

Role of the Head of School and Senior Leadership Team

The Head of School and the School Leadership Team will:

- ensure all School personnel, pupils and parents are aware of and comply with this policy;
- be prepared for all types of School inspection;
- work closely with the link governor;
- challenge any pupil, member of the School personnel, parent or governor who expresses opinions contrary to fundamental British values;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- make effective use of relevant research and information to improve this policy;
- monitor the effectiveness of this policy by:
 - observing lessons
 - speaking with pupils, School personnel, parents and governors
- annually report to the Governing Body on the success and development of this policy

Role of the Nominated Governor

The Nominated Governor will:

- work closely with the Head of School
- ensure this policy and other linked policies are up to date;
- ensure that everyone connected with the School is aware of this policy;
- attend training related to this policy;
- report to the Governing Body every term;
- annually report to the Governing Body on the success and development of this policy

Role of School Personnel

School personnel will:

- comply with all aspects of this policy;
- maintain high standards of ethics and behaviour within and outside School and not to undermine fundamental British values;
- work hard to maintain a positive ethos;
- work hard to maintain a safe and respected school environment;
- show respect for all members of the school community;
- develop positive working relationships with pupils, school personnel, parents and governors;
- plan and teach to a standard that is at least always good and often outstanding lessons;
- have expectations of their pupils;
- achieve high standards;
- to offer a balanced presentation of opposing views and preclude the promotion of partisan political views in teaching any subject in the school.
- celebrate the success of pupils in lessons
- work hard to maintain a positive ethos;
- work hard to maintain a safe and respected school environment;
- promote good behaviour;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of Pupils

Pupils will:

- be aware of and comply with this policy;
- be encouraged to work in partnership with the school by making decisions and exercising choice in relation to their educational programme;
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- participate fully in all lessons;
- participate in discussions concerning progress and attainment;
- treat others, their work and equipment with respect;
- support school codes of conduct and guidance necessary to ensure the smooth running of the school;
- talk to others without shouting and use language which is neither abusive nor offensive;
- liaise with the school council;
- take part in questionnaires and surveys

Role of the School Council

The school council will be involved in:

- determining this policy with the Governing Body;
- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;
- reviewing the effectiveness of this policy with the Governing Body

Role of Parents and Carers

Parents and Carers will:

- be aware of and comply with this policy;
- be encouraged to take an active role in the life of the school by attending:
 - parents and open evenings
 - parent and teacher consultations
 - class presentations and events

- school concerts and events
 - fundraising and social events
- be asked to take part periodic surveys conducted by the school;
 - ensure regular and punctual attendance;
 - notify school on the first day of pupil absence;
 - encourage effort and achievement;
 - encourage completion of any homework or home projects;
 - provide a supportive home environment for their child;
 - support the school codes of conduct and guidance necessary to ensure smooth running of the school;

Raising Awareness of this Policy

We will raise awareness of this policy via:

- the school website
- meetings with parents such as introductory, transition and parent consultations
- school events
- meetings with school personnel
- school assemblies

Training

All School personnel:

- have equal chances of training, career development and promotion
- receive training on induction which specifically covers:
 - All aspects of this policy
 - Ethos
 - Spiritual, Moral, Social and Cultural
 - PSHE
 - RE
 - Equal opportunities
 - Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age (not applicable to children), disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation referred to as protected characteristics.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school. (See Initial Equality Impact Assessment)

Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the Head of School and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement. (See Policy Evaluation)

Head of School:	S. Ball	Date:	6/11/19
Chair of Governing Body:	P Good	Date:	

Review: Autumn 2022