



North Tyneside Council

North Tyneside Council Employment & Skills Service

**British Values
Reviewed 24/10/2022
Next Review 24/10/2023**

Statement of Intent

North Tyneside Council, Adult Learning Service, endorses the Department for Education's five-part definition of British Values and will ensure all elements are embedded during all programmes of delivery:

Definitions

Democracy

- The belief in freedom and equality between people.
- A broad general knowledge & respect of public institutions and services.
- Helping you to influence decision-making through the democratic process.
- Explaining the advantages and disadvantages of democracy

Rule of Law

- Fairness in the way people are dealt with.
- Exploring the laws that govern and protect us.
- Understanding the consequences if these rules are broken.
- Considering that these may be different from religious laws

Individual Liberty

- The freedom to live as you wish and go where you want.
- Helping you to making informed choices.
- Taking responsibility for your choices and exercising them safely.
- Making sure you know your rights.

Mutual Respect

- Treat others with respect

Tolerance of those with different respects and beliefs.

- Understanding how your behaviour has an effect on your own rights and those of others.
- Challenging prejudicial or discriminatory behaviour
- Respecting other people's differences, other cultures and ways of life.

“Actively promoting the values means challenging opinions or behaviours in school that are contrary to fundamental British values.” (Promoting fundamental British values as part of SMSC in schools 2014)

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf

Responsibilities

Staff

Staff and volunteers are encouraged to actively promote and embed British Values in their teaching as follows:

- enable students to develop their self-knowledge, self-esteem and self-confidence;
- enable students to distinguish right from wrong and to respect the civil and criminal law of England;
- encourage students to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the school and to society more widely;
- enable students to acquire a broad general knowledge of and respect for public institutions and services in England;
- further tolerance and harmony between different cultural traditions by enabling students to acquire an appreciation of and respect for their own and other cultures;
- encourage respect for other people; and
- encourage respect for democracy and support for participation in the democratic processes, including respect for the basis on which the law is made and applied in England.

Managers

- Will evaluate the implementation of British values during annual observation of teaching, Learning and Assessment and through spot checks during learning walks.

- Staff not implementing British values appropriately will be undergo performance review and will have individual action plans to enable them to implement successfully.
- Those staff members who are non compliant with the implementation of British Values will undergo performance management and disciplinary procedures.
- Develop training programmes as part of staff cpd to ensure staff are equipped with the tools to implement British Values successfully.
- Initiate training for all newly recruited staff and volunteers on how to embed British Values as part of their induction

Students

- Must ensure they adhere to all five elements of British values
- Ensure they demonstrate the behaviours required
- Any students not adhering to the guidelines will undergo the disciplinary procedure

Learners will encounter these principles during their time with the Adult Learning Service. Listed below are some examples of how we promote these values in our service:

Democracy

Throughout the year learners will complete evaluations, learner satisfaction questionnaires and most importantly be asked their views and opinions on teaching and their learning. Comments, compliments and complaints leaflets are available to complete as well as suggestion boxes in all venues. Actively take part in reviews periodically throughout their programme.

The Rule of Law

Adults and young people will encounter rules and laws throughout their entire lives. We want our learners to understand that whether these laws govern their learning, their neighbourhood or the country, they are set for good reasons and need to be adhered to. Learning programmes will incorporate legislation where applicable and according to their industry to allow for discussion on how laws apply to their own vocational area.

Individual Liberty

We foster an inclusive culture in which adults and young people feel safe and where choices and freedoms are promoted. Students will participate in small and large group discussion where questioning and critical thinking skills will be developed. Discussions will be inclusive and welcome sharing of views and opinions.

Mutual Respect

Respect is a key value. Learners are encouraged to treat each other and staff with respect at all times. This will be demonstrated consistently in class and all of our centres where staff will challenge any behaviours that undermine this value.

Tolerance of those of different faiths and beliefs

Throughout our provision, we strive to promote tolerance and help adults and young people to be knowledgeable and responsible British citizens. Enrichment activities and awareness raising events will be planned periodically throughout the year that fosters the development of knowledge of different faiths and beliefs..

Linked Policies

This policy works alongside the following policies:

Health, Safety & Wellbeing

Disciplinary policy

Online Safety

Social Media Policy

Prevent Risk Assessment & Action Plan

NTC Whistle Blowing Policy

Comments, Compliments & Complaints Policy

Equality & Diversity Policy

Behaviour Policy

A handwritten signature in black ink, consisting of several fluid, overlapping strokes that form a cursive-style name.

24/20/2022