

British Values & Standards Policy

1. Purpose

- 1.1 The purpose of this Policy is to outline GEM Partnership's approach to British Values & Standards as stipulated by Government legislation and local initiatives.

2. Scope

- 2.1 To actively promote and embed British Values.
- 2.2 To give learners first-hand experience of the diverse make up of modern British society.
- 2.3 To challenge Learners, Employees or parents who express extremist views contrary to fundamental British values.
- 2.4 To keep our Learners safe and ensure that they are prepared for life in modern Britain by the active promotion of, and respect of, British values.
- 2.5 To share good practice within employees, trainers and with other agencies.
- 2.6 To work with other agencies and the local authorities to share good practice in order to improve this policy.

3. Introduction

- 3.1 At GEM Partnership we uphold the fundamental British values in respect:
 - 3.1.1 Democracy
 - 3.1.2 Rule of law
 - 3.1.3 Individual liberty
 - 3.1.4 Mutual respect and tolerance of other faiths
- 3.2 GEM Partnership is committed to promote and uphold the fundamental British values. We have always welcomed individuals from around the world and have established a strong ethos of mutual respect for all races, cultures and religious faiths. In particular, learners must understand that, whilst recognising that there are differing views on what is right and what is wrong, everyone is subject to the law of the land.
- 3.3 These values are actively planned for, and explicitly taught, through our curriculum. They are implicit within our ethos and values and are also modelled in the way in which we run training demonstrating respect, tolerance and democracy for all. We take the opportunity to actively promote British Values through communication of Hot Topics with Learners. We ensure that our curriculum planning and delivery secure real opportunities for exploring these values. British values are embedded throughout the curriculum. Learners are given the opportunity to practice the skills and attitudes required for them to participate fully in a democratic society. Actively promoting British Values also means challenging learners, staff or parents expressing opinions contrary to fundamental British Values, including 'extremist views'.
- 3.4 **Democracy:** Democracy is an important value within GEM Partnership. Learners have the opportunity to have their voices heard through our learner voice feedback system. Learners work together and agree their positive behaviour that all of the community work

and live by. In addition, we follow current affairs programs through our Hot Topics newsletter and through the curriculum where we can teach democracy.

- 3.5 **The Rule of Law:** The importance of laws and rules, whether they are those that govern the learners, the independent training provider or the country are consistently reinforced throughout regular training. Our Good Behaviour code is clear and gives learners clear guidance of the expectations for good behaviour. Learners are taught the value and reasons behind laws, that they govern and protect us, the responsibility that this involves and the consequences when laws are broken. We will work in partnership with other agencies where possible to promote the rule of law.
- 3.6 **Individual Liberty:** Learners are actively encouraged to make choices in their learning, knowing that they are in a safe and supportive environment. As an independent learning provider we provide boundaries for our learners to make choices safely, through the provision of a secure environment and planned curriculum. Learners are encouraged to know, understand and exercise their rights and personal freedoms and are advised how to exercise these responsibly, for example through our e-safety teaching and IAG.
- 3.7 **Mutual Respect and Tolerance of Those Different Faiths and Beliefs:** GEM Partnership and Good Behaviour policy are based around our core values embody Christian values such as ‘respect’ and ‘responsibility’ Learners and Employees alike are challenged if they are disrespectful in any way. Values are highly visible within training and can be seen as part of our agreed Good Behaviour code. Tolerance of those with different faiths and beliefs is achieved through enhancing learners’ understanding of their place in a culturally diverse society and by giving them opportunities to experience such diversity in our local community. We encourage Learners to research and discover differences and similarities between us and our European neighbours. Likewise, we build curriculum opportunities, to study and learn about life and culture in other countries.
- 3.8 **GEM Partnership aims to develop:**
- 3.8.1 Self-knowledge, self-esteem and self confidence among its learners and staff
 - 3.8.2 The capacity to distinguish between right and wrong and a respect for the civil and criminal law
 - 3.8.3 Responsibility for their behaviour and an understanding of how they contribute to the wider community
 - 3.8.4 A broad knowledge and respect for public institutions. In particular they should understand the difference between the executive and judiciary. They should be aware that institutions such as the police and army may be held to account by Parliament whereas the judiciary is independent
 - 3.8.5 A respect for their own and other cultures
 - 3.8.6 A will to participate in the democratic process and an understanding of how citizens contribute to it
 - 3.8.7 An appreciation that living under the rule of law is essential for the well-being and safety of all citizens.
 - 3.8.8 An understanding that the freedom to choose a faith is protected by law
 - 3.8.9 Tolerance of other faiths and cultures as well as the duty to combat discrimination.

3.9 There can be many opportunities to promote British values including:

- 3.9.1 Assuring the presentation of political views is balanced regardless of whether this arises inside or outside learning delivery.
- 3.9.2 Through our programme of learning.
- 3.9.3 Throughout our organisation, ensuring consistency and transparency whilst enforcing GEM Partnership rules and that such rules are applied fairly.
- 3.9.4 When dealing with behavioral issues, ensuring that there is a clear distinction between right and wrong.
- 3.9.5 In dealing with both colleagues and learners, everyone should act as role models in promoting good behaviour and respect for British values.

4. CPD and Training for GEM Staff

- 4.1 All new staff will complete training on British Values as part of their induction process.
- 4.2 CPD on British Values will be completed on an annual basis by all staff

5. Training for Learner

- 5.1 All learners are inducted to GEM Training Handbook to British Values and the definition of democracy, the rule of law, individual liberty and mutual respect.
- 5.2 Assignment setting for self-learning for British Values.
- 5.3 Embedding of hot topics and opportunities during learning to promote a deeper understanding of British Values throughout the program.

6. Safeguarding Risk Assessment

- 6.1 Outlines specific requirements of pre employment checking, training and accountability for all types of workers.
- 6.2 Please refer to Safeguarding Children and Vulnerable Adults Policy appendix 1 – Safeguarding Risk Assessment.