

Aims

This policy will outline the ways in which AMS will promote fundamental British values and encourage its learners to develop their understanding of the four key areas as defined by the DfE.

AMS aims to ensure that its staff and learners embrace an organisational vision of tolerance and respect for all cultures, faiths and lifestyles. Leaders and managers share this ethos by leading by example and ensuring that this practice is reflected throughout the organisation.

Definitions

The DfE defines the following as the four key areas of British values:

- **Democracy** – *respect for democracy and support for participation in the democratic process.*
- **The rule of law** – *respect for the basis on which the law is made and applies in England.*
- **Individual liberty** – Support and respect for the liberties of all within the law.
- **Mutual respect and tolerance** – support for equality of opportunity for all and respect and tolerance of different faiths and religious beliefs.

AMS is committed to encouraging all learners to be tolerant and open to beliefs other than their own. The organisation values an attitude of acceptance and actively promotes that value in all its work.

The organisation where possible actively promotes principles that:

- Enables its staff and learners to develop self-knowledge, self-esteem and self-confidence;
- Enables learners to distinguish right from wrong and to respect civil and criminal law;
- Encourage staff and learners to behave responsibly and accept the consequences where this is not the case;
- Enable learners to understand how they can make positive contributions in their local community;
- Encourage respect and tolerance for their own cultures as well as that of others;
- Enables an appreciation of democracy and the democratic process;

Examples of how these principles are used to promote British values include:

Democracy

- Discuss and agree a set of rules at the beginning of each course which complement the broader rules and expectations of the organisation;
- Encourage learners to give their views and have their voices heard;
- Encourage broader discussions around democracy and the democratic process within sessions where practical;

The Rule of Law

- Encourage positive behaviour of all learners, which is reinforced by the Learner Charter and the roles, responsibilities and expectations contained within that document;
- Where possible provide opportunities to reflect of positive and negative behaviour within sessions;
- Address issues around unlawful behaviour during sessions and as and when appropriate;

Individual Liberty

- All staff and learners are encouraged to be responsible and understand their roles in relation to their behaviour and attitudes to learning;
- Feeling safe and acting safely are key principles in the organisation, particularly in the learning environment;
- Staff take all learners seriously whatever the question or concern;

Mutual Respect

The organisation endeavours to facilitate a culture of mutual respect and tolerance in a safe and inclusive learning environment.

Respect within the organisation is developed by:

- Promoting positive working relationships between all staff and learners;
- Giving responsibility to learners both in their learning and while part of the organisation as a whole;
- Encouraging learners to make positive working relationships with their peers based on mutual respect and teamwork within sessions and group activities;
- Use of peers to help and support fellow learners who may have additional learning needs;

AMS will continue to actively promote fundamental British values throughout the organisation using the most appropriate and accessible forms. This policy will be reviewed in conjunction with other policies annually and where relevant, changes that have a positive impact on the promotion of such values will be implemented.

Initial Approval date: 25 July 2019, Jan 2023

Date Reviewed: Jan 2025

Approved by: Steve Ryan, Mel Baxter