British Values Policy Statement

POLICY APPROVAL

Approval Required	Indicate with a tick (✓)		**Annual Review Required**	Indicate with a tick (✓)	
	Yes ✓	No		Yes ✓	No
Approval Panel	Loren Janes				
Approved by	Name: Loren Janes		Signature: 	Date: November 2025	
Policy Review Date	November 2026				
Policy Writer/s:	Charlotte Manford				

Scope

As a commitment to the Prevent strategy Futures Changing Ltd are dedicated in promoting Fundamental British Values to reflect life in modern Britain. These values are:

1. Democracy
2. Rule of Law
3. Respect
4. Tolerance, Individual Liberty

It is a requirement of Educational Settings to create and enforce a clear and rigorous expectation on all Education Providers 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.

Policy Statement

Fundamental British values underpin what it is to be a citizen in a modern and diverse Great Britain valuing our community and celebrating diversity of the UK.

Fundamental British values are not exclusive to being British, they are shared by other democratic countries as a way of creating an orderly society, where individual members can feel safe, valued and can contribute for the good of themselves and others.

These values will mirror the principles and ethics of Futures Changing Ltd alongside all the work areas that we support. Learning will occur throughout all delivery in addition to the everyday actions our people display at all times when representing the organisation.

Futures Changing Ltd are committed to:

- Actively promote tolerance of other faiths, cultures and races
- Challenge gender stereotypes
- Create an inclusive culture within centre and the wider community
- Challenge behaviours (whether of staff, learners or parents) that are not in line with the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs

As part of our commitment to British Values we have a dedicated lead who is committed to sharing information on the values that benefit our society with learning and activities for staff alongside resources sourced and distributed alongside centrally saved. In addition, our Lead British Values Representative creates and delivers a CPD training session to all staff annually. Brish Values is included in both our Learner and Staff induction alongside the codes of conduct.

To ensure British Values remains a focus of the staff, it remains a permanent agenda point on our Full Team Meeting.

Democracy

Democracy, or making decisions together (through the prime area of Personal, Social and Emotional Development).

We listen to learners, parents, stakeholders, career's and partners. Futures Changing Ltd.'s Behaviour Policy is clear that learners are expected to contribute and co-operate, considering the views of others. We listen, act where feasible and feedback to learner's voice responses. Learner consultations take place termly via reviews. A full survey takes place annually. Learners are given opportunities to make decisions such as selecting the days of training when possible, modules of learner to complete alongside the way our centre looks and operates.

A culture built upon freedom and equality, where everyone is aware of their rights and responsibilities.

Examples

- Leadership and accountability
- Joint decision making
- Team meetings
- The right to protest and petition
- Receiving and giving feedback

As part of the focus on self-confidence and self-awareness, practitioners encourage learners to see their role in the bigger picture, encouraging them to know that their views count, to value each other's views and values, and talk about their feelings, for example, recognising when they do or do not need help.

Tutors and staff support the decisions that learners make and provide activities that involve turn-taking, sharing and collaboration. Learners are given opportunities to develop enquiring minds in an atmosphere where questions are valued.

Rule of Law

Rule of law, or understanding that rules matter (through the prime area of Personal, Social and Emotional Development)

We consistently reinforce our high expectations of Leaners and staff members. Learners are taught the value and reasons behind our expectations (rules); that they are there to protect us, that everyone has a responsibility and that there are consequences when rules are broken. We make our expectations for behaviour clear to learners. We organise visits from the Police and other local speakers to enrich their understanding of legal expectations alongside the potential consequences of not adhering to behavioural expectations.

The need for rules to make a happy, safe and secure environment to live and work.

Examples

- Legislation
- Agreed ways of working, policies and procedures
- How the law protects you and others
- Codes of conduct

Tutors and staff ensure that learners understand their own and others' behaviour and its consequence.

Tutors and Staff collaborate with learners to create rules and the codes of behaviour, for example, the rules about tidying up, and ensure that all learners understand rules apply to everyone.

Mutual Respect and Tolerance

Mutual respect and tolerance, or treating others as you want to be treated (through the prime areas of Personal, Social and Emotional Development, and Understanding the World)

Part of Futures Changing's ethos and behaviour policy has revolved around Core Values such as 'Respect'. Learners and staff exhibit this by caring, sharing and listening to others. Staff help learners to understand how to build respect by talking about how actions/words can affect others. We encourage learners to think of others, and how to manage and resolve conflict.

Tolerance of those of Different Faiths and Beliefs:

We aim to enhance learner's understanding of different faiths and beliefs by participating in a range of activities throughout the year. Learners have the opportunity to try different foods from other cultures. We plan time for looking at different cultures through our diversity calendar.

Whilst understanding that we all don't share the same beliefs and values; respecting the values, ideas and beliefs of others whilst not imposing our own others is an essential part of our community.

Examples

- Embracing diversity
- The importance of religion, traditions, cultural heritage and preferences
- Stereotyping, labelling and prejudice
- Tackling discrimination

Tutors and staff create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued and learners are engaged with the wider community.

Learners should acquire tolerance, appreciation and respect for their own and other cultures; know about similarities and differences between themselves and others, and among families, faiths, communities, cultures and traditions.

Tutors and staff encourage and explain the importance of tolerant behaviours, such as sharing and respecting other's opinions.

Tutors and Staff promote diverse attitudes and challenge stereotypes, for example, sharing stories that reflect and value the diversity of children's experiences and providing resources and activities that challenge gender, cultural or racial stereotyping.

Individual Liberty

Individual liberty or freedom for all (through the prime areas of Personal, Social and Emotional Development, and Understanding the World)

Within Futures Changing Ltd, learners are actively encouraged to make choices, knowing that they are in a safe and supportive environment. We educate and provide boundaries for young and adult learners to make choices safely, through our provision of a safe environment and empowering teaching. Learners are encouraged to know, understand and exercise their rights and personal freedoms.

Protection of your rights and the right of others you work with.

Examples

- Equality and Human Rights
- Personal Development
- Respect and Dignity
- Rights, choice, consent and individuality
- Values and principles

Learners should develop a positive sense of themselves. Staff members provide opportunities for learners to develop their self-knowledge, self-esteem and increase their confidence in their own abilities, for example through allowing learners to take risks on an obstacle course, mixing colours, talking about their experiences and learning.

Tutors and Staff encourage a range of experiences that allow learners to explore the language of feelings and responsibility, reflect on their differences and understand we are free to have different opinions.