



## **British Values Policy**

### **1. Context**

At Bath Academy we value the diversity of backgrounds of all students, families and wider the school community. The Department for Education defines British Values as follows:

**Democracy**

**The rule of law**

**Individual liberty**

**Mutual respect**

**Tolerance of those of different faiths and beliefs**

Bath Academy reflects British values in all that we do. We encourage our students to be creative, unique, open-minded and independent individuals, respectful of themselves and of others in the college, our local community and the wider world.

### **2. Roles and responsibilities**

- Bath Academy understands the importance of promoting British values through a comprehensive and unprejudiced curriculum
- The Principal will ensure that all staff are aware of the requirement to uphold British values through the methods outlined in this policy and will ensure that the appropriate procedures are in place to carry out these methods
- Teachers and support staff will ensure that their lessons are inclusive of, and sensitive to, the fundamental British values
- Students are expected to treat each other and staff with respect, in line with the school's ethos and Behaviour Policy

### **3. The key British Values promoted at Bath Academy**

#### **a) Democracy**

1. Day and Boarding Student and Staff Feedback questionnaires and focus groups are held each term and for our ELT department each student is given end of course feedback forms
2. All students are encouraged to share their opinions in their regular Tutorial meetings
3. There is explicit consideration of democracy within PSHE lessons
4. The principles of democracy are explored in the whole curriculum e.g. turn taking, sharing and collaboration, as well as during student social activities
5. Boarding House student supervisors are selected on a rota basis – each Boarder takes their turn to supervise house chores throughout the year
6. 5 Student representatives are in place to liaise with department leads and senior management on behalf of the student body (2 representatives for A Level students, 1 representative for GCSE students, 1 representative for UFP students and 1 representative for Boarding students)
7. We promote a school environment where questions are valued and encouraged

#### **b) The rule of law**

1. The school's ethos promotes and encourages respect and helps pupils to distinguish right from wrong
2. Bath Academy's Behaviour and Anti-Bullying policies set out a zero-tolerance baseline for any form of aggression, abuse or violence, which extends to all students, staff and parent and carers. We raise awareness of bullying by being part of the National Anti-Bullying Week and Internet Safety Day
3. The importance of Laws, whether they be those that govern the class, the school, or the country, are consistently reinforced throughout the school day, as well as when dealing with behaviour issues
4. The Enrichment programme includes sessions on healthy relationships and the law
5. In their PSHE lessons students are taught the value and reasons behind laws, that they govern and protect us, the responsibilities that this involves and the consequences when laws are broken. Occasional visits from authorities such as the Police and Fire Service help reinforce this message

#### **c) Individual liberty**

1. Bath Academy prides itself on a school culture and ethos that builds respect, tolerance and resilience
2. Both in and out of lessons students are actively encouraged to make the right choices, knowing that they are in a safe and supportive environment

3. Students are encouraged to know, understand and exercise their rights and personal freedoms and advise how to exercise these safely, for example through PSHE lessons.
4. We have a robust anti-bullying culture (refer to Anti-Bullying Policy and Behaviour Policy).
5. The College environment is one that promotes independence and individual communication. Our aim is to work towards students having full independence.
6. All Staff work to promote the students' self-esteem and positive sense of self throughout the school day.
7. Students are encouraged to take responsibility for their behaviour and are supported to learn to make safe choices that enable them to grow as individuals and reach their own potential in all aspects of their learning.
8. Vulnerable students are supported to make appropriate decisions and staff ensure that adults supporting them are doing so with the students' best interests.

**d) Mutual respect**

1. Both in and out of the classroom students are helped to acquire an understanding of, and respect for, their own and other opinions, cultures and ways of life.
2. Staff and students are encouraged to challenge prejudicial or discriminatory behaviour. All such incidents are recorded.
3. Enrichment sessions/workshops open for all students; Areas covered include Skill and character development, Charity planning for the school and wider community, Mindfulness/well-being and Stress management
4. Respect is one of Bath Academy's core values. Our students know and understand that it is expected that respect is shown to everyone, adults and children.

**e) Tolerance of those of different faiths and beliefs**

1. Students of different faiths or religions are encouraged to share their knowledge to enhance learning within classes and the school e.g., a discussion of fasting during Ramadan.
2. Through the PSHE and RSE curriculums students are encouraged to discuss and respect differences between people, such as differences of faith, ethnicity, disability, gender or sexuality and differences of family situations.
3. ELT lessons are not timetabled to coincide with Friday afternoon prayers
4. Links and visits are promoted with local faith communities and places of worship, eg. the city's mosque.
5. Discussions about prejudices and prejudice-based bullying, recognition and discussion of religious celebrations in lessons and tutorials.

## 5. Staff Training

- Bath Academy staff are made aware of their responsibilities in terms of British values during their induction. This is reinforced through staff training sessions covering topics from all our College policies

*Reviewed: May 2025*

*Next review: May 2026*

*Responsible Officer: James Knott*