



# Adult Learning Kirklees

## What is British Values? 2023-2024

Adult Learning Kirklees is part of Kirklees Council and as such follows all KC policies, procedures and guidance.

All policies will be reviewed annually by the ALK Advisory Board unless there are in year changes required according to legislation or policy change.

Providers will be made aware of any new policies or changes to inform and amend their own policies and guidance. Policies highlighted will need to be devised, reviewed, and revised by the provider annually.

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## Developing British Values in Adult Learning Kirklees provision 2022-2024

### What are British Values?

#### British Values Definition

The five British Values are democracy, the rule of law, individual liberty, and mutual respect for and tolerance of those with different faiths and beliefs and for those without faith. These are the fundamental values that have been developed by the UK Government in an attempt to create social unity and prevent extremism.

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

#### Social Moral Spiritual and Cultural Development

Through ensuring **SMSC** development, providers can also demonstrate they are actively promoting fundamental British values. Establishing a strong learning ethos supported by effective relationships and providing relevant activities beyond the classroom are all ways of ensuring SMSC development. Learners must be encouraged to regard people of all faiths, races and cultures with respect and tolerance. It is expected that learners should understand that while different people may hold different views about what is 'right' and 'wrong', all people living in Britain are subject to its law.

Through their development of SMSC, providers should:

- Support students' personal development and develop their character.
- Promote British values through the curriculum and broader activities.
- Encourage and support debate and discussions.
- Develop understanding of protected characteristics and how equality and diversity are promoted.
- 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 Britain.
- 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 community and to society more widely.
- Enable students to acquire a broad general knowledge of and respect for public institutions and services.
- Encourage 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.

## **British Values:**

These values are **Democracy, Rule of Law, Respect and Tolerance, Individual Liberty.**

**Democracy** 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.

**Rule of Law** 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 to keep us safe.
- Codes of conduct.

**Respect and Tolerance** 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.

### **Examples**

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

**Individual Liberty** 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.

## **How we can embed and develop British Values in our Adult Learning Kirklees curriculum:**

- Introduce GB values in our ILP and Learner Handbook.
- Remember that it is our duty as a professional tutor/ teacher to embed British values, as part of safeguarding and our duty of care to our learners/ students.
- Reference GB values when opportunities arise if learners are talking about events or issues in the media or national news stories such as rail strikes (link to rights and responsibilities/ democracy).
- Introduce as part of decision making- shall we vote what time to have a break.
- Remind each session after covering at induction/ first session by adding to ground rules/ code of conduct to ensure learners set themselves established parameters for the sessions- respecting each other's point of view links to mutual respect and tolerance for example. You as the tutor can add that it is your duty as part of the ground rules to keep people safe and ensure their wellbeing, you will do this as part of safeguarding by ensuring British values are adhered to.
- Managing difficult conversations- sometimes learners will become argumentative/ have strong viewpoints about issues and some tutors feel worried and don't know how to diffuse or support the conversation. Our job is to give learners a safe place to air their views/ express their feelings, but the ground rules and British values can be your point of reference to pull the conversation back to tolerance, respect, rule of law etc.

## **Examples of what learners should know include:**

- How to influence society through lawful democratic participation.
- That the freedom to religion, including the freedom of others to hold faiths other than your own, is enshrined in British law.
- That people of diverse faiths should all be respected and not be discriminated against as a result of their religious affiliations.
- That it is everyone's responsibility to identify and challenge discrimination wherever it occurs.

## **Ofsted and British Values:**

### **Personal Development of learners:**

The provider prepares learners for life in modern Britain by teaching them how to protect themselves from radicalisation and extremist views, equipping them to be responsible, respectful active citizens who contribute positively to society, developing their understanding of British values and diversity and celebrating what we have in common and promoting respect for protected characteristics defined in law.

### **Ofsted Report for Kirklees Adult Learning September 2019:**

Tutors successfully enhance the programmes that they deliver by drawing on topical issues. They encourage learners to participate actively in discussions about topics that affect their community and the country. For example, learners discuss recent parliamentary events to develop further their understanding of democracy and the rule of law. Consequently, learners develop a better understanding of the world in which they live and can play a more active role in society.

Leaders and managers have a proactive approach to keeping learners safe from the risks posed by radicalisation and extremism. They work positively with specialist agencies to provide high-quality training to managers and staff on pertinent issues such as gang and knife crime and online safety. As a result, tutors have developed expertise in the delivery of learning activities that improve learners' knowledge and understanding of current risks in their community and how to manage them. **Ofsted report Sept 2019.**

**Useful training: ETF units on Prevent/ British values and how to understand more about them:**

[www.et-foundation.co.uk/news/side-side-learner-prevent-duty-online-modules/](http://www.et-foundation.co.uk/news/side-side-learner-prevent-duty-online-modules/)

**Some online free resources to test/ assess understanding:**

[British Values - Match up \(wordwall.net\)](http://www.wordwall.net)

[British Values Sample Test | English, Social Studies - Quizizz](https://www.quizizz.com)

**Quick Numeracy Quiz on British Values**

This could be used with learners to test their understanding and develop their knowledge of GB values and develop their numeracy skills:

What age allowed to drink?	18	21
What age allowed to vote?	16	18
Legal age to smoke cigarettes?	14	18
What age you can drive a car?	17	18
What is minimum wage for 21-year-old?	£9.18	£9.81
What is minimum for 16-year-old?	£4.81	£5.00
What amount you can earn before tax?	£12570	£11850
What is age of consent for sex?	16	18

**Maths development-** what is the average number of all the ages from above/ correct answers?

What is the difference between the minimum pay rate for a 16 year old and 21 year old?

**British Values Games:**

[wordwall.net/resource/64053/pshe/british-values-game-one](http://www.wordwall.net/resource/64053/pshe/british-values-game-one)

[wordwall.net/resource/17952699/british-values](http://www.wordwall.net/resource/17952699/british-values) - maze chase

[wordwall.net/resource/25153693/british-values-matching-pairs](http://www.wordwall.net/resource/25153693/british-values-matching-pairs)

## **Managing Difficult Conversations:**

In adult and community provision, there will be times when learners raise difficult issues or challenge tutors or other learners with strong views and opinions. It is important to give time and space to conversations but in a manner that ensures that there is no aggression or atmosphere and where all participants feel safe. Equally, all views should be lawful and should be in scope for British values so that established expectations and ground rules for each class are adhered to as agreed by all learners. Kirklees is a restorative council and as such we discuss with people rather than telling them/ making decisions for them.

Some things to consider:

### Difficult conversation framework

- 1. Set the talking point ahead so that people are prepared and have some thinking time and use a one to one to discuss any strong views that may challenge expectations.
- 2. Focus on facts, not feelings- try to stay calm and encourage the learner to stay calm and to think objectively.
- 3. Create an environment for honesty- ensure that people feel able to express themselves without judgement so that they can explore their views and opinions.
- 4. Aim for understanding above consensus- remember there's a difference between acknowledgment and agreement; you don't have to agree with a learners' point of view to make them feel heard. But listening is very important so that they feel heard.
- 5. Find a solution together-take the time to discuss views, build on them, and decide on a path forward together. A successful conversation means finding the most productive solution, not being right or proving a point.

In cpd sessions, we will explore some of the issues that arise and the challenging conversations that come up and discuss ways to tackle these difficult conversations to share good practice.