



British Values Policy

Policy Approval						
Approval Required:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	Annual Review Required:	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Approval Panel:	Darren Powell					
Created By:	Name	Signature		Date		
	Darren Powell			01/09/2024		
Reviewed:	Darren Powell			01/08/2025 — No Changes		
Next Review Date:	August 2026					
Policy Writer/s:	Darren Powell					

INTRODUCTION

The Department for Education has reinforced the need 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.

At Cinders Training, we are committed to actively promoting these values across all our programmes, in our working culture, and in how we engage with learners, employers, staff and the wider community. We recognise that these values underpin the fabric of life in modern, diverse Britain and that education has a vital role in helping learners understand and embrace them.

Cinders Training will not accept or tolerate:

- Actively promoting intolerance of other faiths, cultures or races
- Failure to challenge gender stereotypes or discriminatory behaviour
- Isolating learners from their wider community
- Failure to challenge extremist views — whether from staff, learners or visitors
- Any behaviour that promotes hatred, radicalisation or division

THE FIVE FUNDAMENTAL BRITISH VALUES

1. Democracy

At Cinders Training, we listen to learners, employers, stakeholders and staff. Our culture reflects that all voices matter and that decisions are made with consideration of those they affect. We:

- Carry out regular learner consultations and feedback surveys
- Give learners opportunities to contribute to decisions about their own learning journey where possible
- Model democratic principles in how we manage our organisation — listening, considering evidence, and making informed decisions
- Teach learners about their rights and responsibilities as citizens in a democratic society

2. The Rule of Law

Cinders Training consistently reinforces high expectations of behaviour and makes clear that rules exist to protect and benefit everyone. We:

- Make our expectations for learner conduct clear through induction and programme delivery
- Help learners understand the value and reasons behind rules — including legal requirements relevant to their sector
- Ensure consequences for rule-breaking are fair, consistent and proportionate
- Teach learners about legal responsibilities relevant to their qualification — for example, health and safety law, data protection, and sector-specific regulation
- Promote lawful behaviour and professional conduct throughout all programmes

3. Individual Liberty

Cinders Training creates a safe and supportive environment in which learners can make choices and exercise their individual freedoms responsibly. We:

- Encourage learners to make informed choices about their learning, career paths and personal development
- Provide information, advice and guidance that empowers learners to understand their options
- Create a culture where learners feel safe to express themselves, ask questions and challenge ideas respectfully
- Teach learners how to keep themselves safe — including online safety — and how to recognise and respond to attempts to limit their freedom
- Respect learners' individual identities, backgrounds and personal choices within a framework of mutual respect

4. Mutual Respect

Mutual respect is embedded in Cinders Training's ethos, behaviour expectations and working culture. We:

- Model respect in all interactions between staff and learners, and between learners themselves
- Help learners understand how words and actions affect others
- Challenge disrespectful, discriminatory or derogatory behaviour promptly and consistently
- Encourage learners to listen to, value and learn from the perspectives and experiences of others
- Foster professional workplace behaviours as part of every learner's programme

5. Tolerance of Those of Different Faiths and Beliefs

Cinders Training actively promotes understanding and tolerance of different faiths, cultures and beliefs. We:

- Celebrate the diversity of our community through programmes, resources and interactions
- Provide learners with opportunities to learn about different cultures, faiths and communities
- Challenge stereotypes and prejudice when they arise, using them as learning opportunities
- Ensure all learners feel welcome and respected regardless of their background, faith or belief
- Promote an inclusive environment where difference is valued rather than feared

EMBEDDING BRITISH VALUES IN TEACHING AND LEARNING

British Values are not taught as a separate subject at Cinders Training — they are woven into the fabric of every programme. We embed these values through:

- Learner induction — introducing values, expectations and rights from day one
- Programme delivery — using relevant real-world examples, case studies and sector-specific legislation
- Assessment — encouraging learners to reflect on their professional responsibilities and the impact of their work on others
- Learner voice activities — surveys, reviews and consultations that model democratic processes
- Resources and materials — that reflect and value the diversity of our society
- Staff CPD — ensuring all staff understand their role in promoting British Values

PREVENT AND RADICALISATION

Promoting British Values is central to Cinders Training's Prevent duty obligations. Where learners are identified as at risk of radicalisation or exposure to extremist views, this will be managed in line with the Preventing Extremism and Radicalisation Policy and the Channel referral process.

POLICY REVIEW

This policy will be reviewed annually by the Head of Education & Quality, or sooner following any significant change in DfE guidance or Prevent requirements. All staff will be informed of material updates.

This policy should be read alongside: Preventing Extremism and Radicalisation Policy, Safeguarding Policy, Philosophy and Respect for All Policy, and the Equality and Diversity Policy.