



The importance of British Values at Heart of Worcestershire College

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At Heart of Worcestershire College, British values are of paramount importance to us. We see British values as underpinning what it is to be a citizen in a modern and diverse community.

Culture and Ethos

The College has an open and friendly atmosphere, which underpins a culture of respect and tolerance amongst staff and students. Inclusivity and trust are two of the four college values promoted throughout the college. Positive working relationships, evidenced through lesson observation and learner surveys, between leaders, staff and learners supports the progress of all learners. The college shows a strong desire to develop its work in this area through its commitment to achieving the full Investors in Diversity award.

The college's four values of: integrity, trust, inclusivity and collaboration, serve as the underpinning framework for its mission articulating how the college behaves and guides every aspect of the business.

97%
of our learners
reported they feel
safe at College
(arrivals survey)

Investors in Diversity

Heart of Worcestershire College is proud to have achieved the Investors in Diversity Standard at Stage 2. The Investors in Diversity Award is recognised as much more than just a highly prized and prestigious quality mark. It provides an all-encompassing methodology for improving Equality, Diversity and Inclusion (EDI) practices in the workplace. Those that achieve the Investors in Diversity Award have been enabled to take a structured and planned approach to embedding EDI at the heart of what they do. It also provides an excellent framework to bring together an organisation's work around EDI. "Heart of Worcestershire College has clearly worked incredibly hard to produce such positive survey results, following on from a merger that involved many difficult decisions and considerable, time and organisation. The results are clearly a credit to all of those colleagues across the three distinct College campuses who have worked so hard to support students and the College community alike. It has been a pleasure working with a College, with such a positive and can-do approach to embedding and implementing EDI initiatives and cultural values". (Fiona Spence, assessor at The National Centre for Diversity)



British Values

The Department of Education published guidance on promoting British values in education to ensure young people leave college prepared for life in modern Britain. The four definitions of British values are as follows:

- Democracy;
- The rule of Law;
- Individual liberty;
- Mutual Respect and tolerance for those of different faiths and beliefs.

By actively promoting these values the College aims to:

- Help learners to become valuable and rounded members of society who treat others with respect and tolerance, regardless of background;
- Ensure young people understand the importance of respect and leave the College fully prepared for life in modern Britain;
- Celebrate difference and promote diversity;
- Encourage an understanding of the difficulties other cultures face where such values are not respected;

In order to enable this, the College will:

- Embed different materials about British Values into the College curriculum areas;
- Provide staff development and training
- Ensure students have a voice that is listened to and valued and that a clear set of outcomes can be seen through the democratic process in College;
- Learner Voice will be gathered through:

- Student Representatives;
- Student Union;
- Student Governors;
- SDMT meetings;
- SSLT meetings with SLT and Governors in order to influence policy;
- Surveys.
- The Student Representatives and Student Union will be trained to promote democracy and British values to their fellow students;
- Utilise opportunities such as general elections and debates to promote British values and help students to argue and defend different points of view;
- Encourage learner participation in working with the wider community and commemorating key events such as Holocaust Memorial Day and Armistice Day to gain an understanding of how British values have evolved;
- Encourage learners to become responsible learners, critical thinkers and to actively participate in their own learning and development;
- Promote British values through themed weeks, tutorials, teaching sessions.
- Challenge discrimination and promote zero tolerance to bullying and prejudiced behaviour.
- Promote equality of opportunity and diversity in teaching and learning, through naturally occurring opportunities in lessons, to raise awareness of British values.

What we do to promote British values:

Democracy

Our “Learner Voice” process enables all learners to have a voice. Students are elected by their peers and involved in decision making. Learners have a great amount of input in to how they learn and their experience at college. The responses to the questionnaires and surveys conducted throughout the year enable the College to make positive changes to benefit the learners.

Learner voice process:

- Student Representatives
- Student Union
- Student Governors
- Surveys
- SDMT meetings
- SSLT meetings with SLT and Governors

Learners also participate in tutorials and themed weeks and activities such as citizenship, democracy week, hustings and student elections.

Rule of Law

Our students will encounter rules and laws throughout their entire lives. We want our students to understand that whether these laws govern the class, the college, the neighbourhood or the country, they are set for good reason and must be adhered to.

This understanding of the importance of rules is consistently reinforced through the following actions:

- Student Standards
- Wearing of ID badges
- Student/Staff code of conduct
- IT user policy
- Health and safety regulations
- Probation and progression procedures

Individual Liberty

We invest a great deal of time creating a warm, positive and inclusive culture in our college, so that students are in a safe environment where choice and freedom are encouraged. We offer a range of activities that learners have the freedom to choose from:

- Career campaign weeks
- Tutorials
- Annual calendar of events to celebrate difference and diversity
- Clubs and societies
- Sporting activities
- Trips
- LGBTQ focus group

Mutual Respect and Tolerance for those of different faiths or beliefs

Mutual respect is at the core of our college life. Learners and staff treat each other with respect. This is evident when walking around the College and in the classrooms and recreational spaces. At Heart of Worcestershire College we strongly believe that tolerance is gained through knowledge and understanding. Through both our curriculum and enrichment activities we strive to demonstrate tolerance, helping students to become knowledgeable and understanding citizens who can build a better society for the future.

We actively promote “Respecting the difference” between individuals and challenge stereotyping. Learners have the opportunity to participate in:

- Equality and Diversity themed weeks
- Anti-Bullying week
- Annual calendar of events to celebrate difference and diversity.
- Interfaith events
- Annual calendar of religious festivals
- PREVENT tutorials
- Pop up activities
- Displays

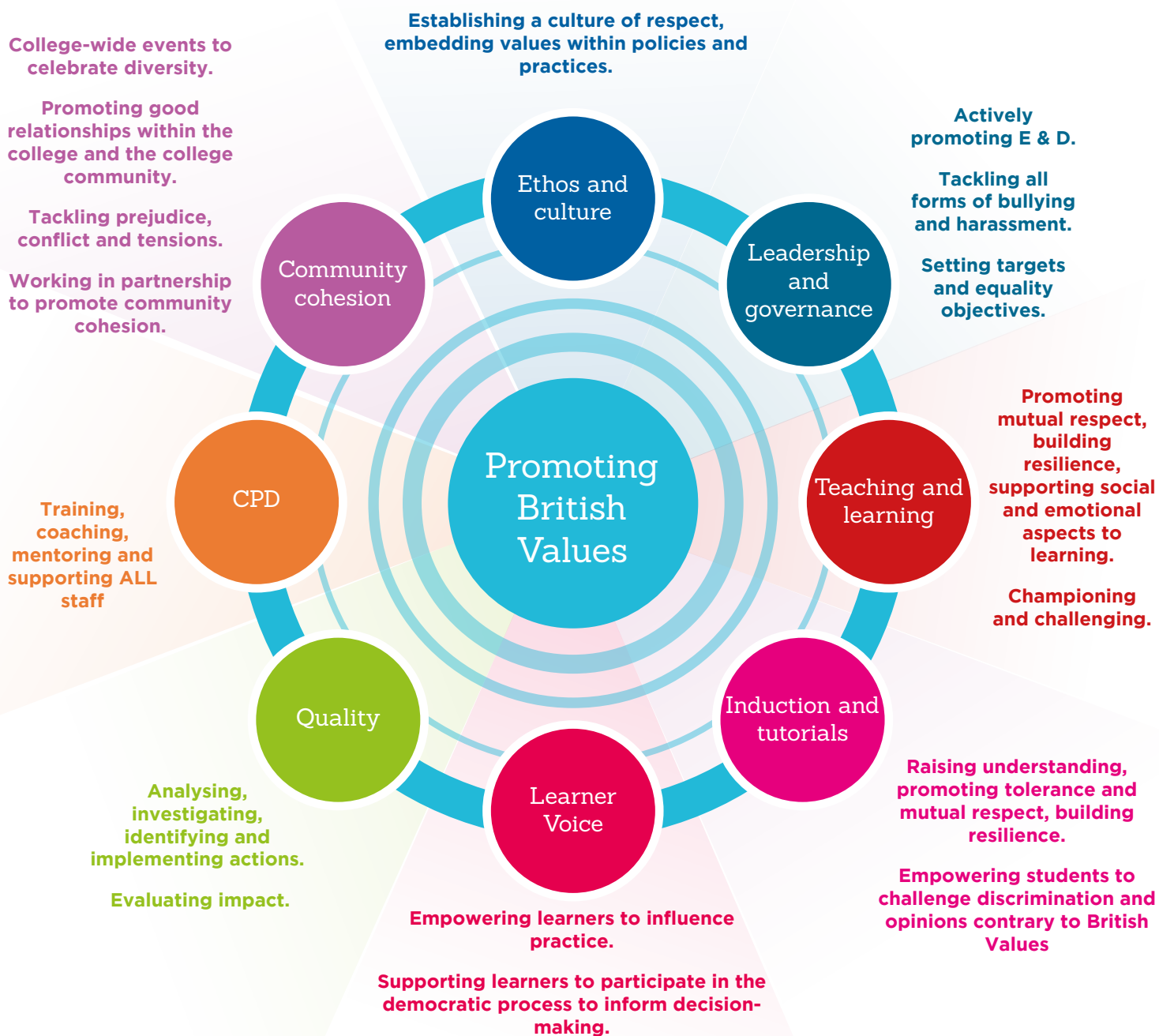
Embedding of British values

Enrichment

British values is an overarching theme for enrichment activities. Learners are able to participate in:

- Mental Health Awareness;
- Healthy Relationships;
- LGBTQ;
- Disability Awareness;
- Equality and Diversity Cultural Awareness Week;
- Democracy Week;
- Charity fundraising;

95%
of our learners felt they are treated with respect at College
(arrivals survey)



- Promotion of faith festivals;
- Disability sports;
- Anti-bullying;
- Learner voice elections;
- Trips;
- Industry speakers;

Learners will have British values embedded into their learning via:

- Discussions on British values related issues;
- Programme modules on employment law;
- Health and safety;
- Company policy;
- Equality and diversity;
- Safeguarding;
- Prevent;
- Industry specialist visitors;
- Tutorials.

Staff

Embedding of British values is monitored during all observations of learning and the observer is fully trained to provide detailed feedback to enable the teacher to recognise strengths and areas for improvement. Our Quality team provides training to staff and external partners on ways to embed British values into the classroom. Staff also receive mandatory training on equality and diversity, Prevent and Safeguarding.

Good examples and best practice is shared across the college. Staff have access to a range of resources and presentations from a dedicated TTLA Moodle site.

92%
of our learners have an
understanding of British
Values and Prevent
(satisfaction survey)



Glossary of Acronyms

CPD	Continued Professional Development
E & D	Equality and diversity
LGBTQ	Lesbian, Gay, Bi-Sexual, Transgender, Queer
SDMT	Student Departmental Management Team
SLT	Senior Leadership Team
SSLT	Senior Student Leadership Team
TTLA	Teaching, Training, Learning and Assessment