


ISSUE YEAR	May 2025
APPROVED BY	Signatory Name
SIGNATURE	
REVISION DATE	April 2027

P0001: British Values Policy

1. Policy Statement

Release Potential Ltd promote British Values with staff, learners, employers, partners, stake holders and supply chains. We strive to develop understanding of each value for life in modern Britain and how they apply to us all. British Values were designed to balance freedom of thought, expression, and choice in a liberal society with the need to maintain a safe and secure society.

It is expected that staff and learners will understand, that while different people may hold different views about what is 'right' and 'wrong', all people living in England are subject to its law. Release Potential's ethos supports the rule of English civil and criminal law and will not teach anything that undermines it.

2. Objectives of this Policy

This policy is designed to promote and develop understanding of the fundamental British values which are:

- Democracy
- Rule of law
- Individual liberty
- Mutual respect and tolerance for those with different faiths/beliefs and those without faith

3. Organisational Commitment

Our policy is visibly led and driven by its senior management team and governing body.

Designated Officer: Gaye Hutchinson, CEO

Email: gaye.hutchinson@release-potential.co.uk

4. Democracy

Defined as *"A political system that allows the citizens to participate in political decision-making, or to elect representatives to government bodies without fear or favour"*

Release Potential staff and learners will:

- Make decisions together
- Staff will encourage learners to see their role in the bigger picture, encouraging learners to know their views count, value each other's views and values and talk about their feelings
- Staff will provide activities that involve turn-taking, sharing and collaboration

- Learners will be given opportunities to develop enquiring minds in an atmosphere where questions are valued

5. Rule of Law

Defined as *“The supremacy of law. Embodied in three concepts: the absolute predominance of regular law, so that the government has no arbitrary authority over the citizen; the equal subjection of all (including officials) to the ordinary law administered by the ordinary courts; and the fact that the citizen's personal freedoms are formulated and protected by the ordinary law rather than by abstract constitutional declarations.”*

Release Potential staff and learners will:

- Ensure that learners understand their own and others' behaviour and its consequences, and learn to distinguish right from wrong
- Collaborate with learners to create the rules and the codes of behaviour and ensure that all learners understand rules apply to everyone

6. Liberty

Defined as *“A right to respect for private and family life, a right not to be tortured or treated in an inhuman way, a right to a fair trial, a right to freedom of religion and belief, and other rights protected under the Human Rights Act”*

Release Potential staff and learners will:

- Learners will develop a positive sense of themselves. Staff will provide opportunities for learners to develop their self-knowledge, self-esteem and increase their confidence in their own abilities
- Staff will 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

7. Mutual respect and tolerance

Defined as *“Tolerance is the ability to remain equable and comfortable with individuals and groups whose beliefs and behaviour are alien or different in ways that can provoke hostile reactions. Mutual respect means treating other people with dignity and recognising their value. It's a feeling of deep admiration for other people and their unique qualities.”*

Release Potential staff and learners will:

Managers and leaders will create an ethos of inclusivity and tolerance where views, faiths, cultures and races are valued, and learners are engaged with the wider community

Learners will acquire a tolerance and appreciation of 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 and share and discuss practices, celebrations and experiences

Staff will encourage and explain the importance of tolerant behaviours such as sharing and respecting the opinions of others

Staff will promote diverse attitudes and challenge stereotypes, for example, sharing stories that reflect and value the diversity of learners' experiences and providing resources and activities that challenge gender, cultural and racial stereotyping