

British Values Statement

At The Baird Primary Academy, we value the diversity and backgrounds of all pupils, families and the wider community. Our Academy reflects British values in all that we do. We aim to nurture our pupils on their journey through life so they can grow into safe, caring, democratic, responsible and tolerant adults who make a positive difference to British society and to the world. We encourage our pupils to be creative, unique, open-minded and independent individuals, respectful of themselves and of others in our Academy, our local community and the wider world.

The Department for Education states that there is a need:

‘To create and enforce a clear and rigorous expectation on all schools 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.’

The Department for Education defines British Values as follows:

- Respect for democracy and support or participation in the democratic process
- Respect for the basis on which the law is made and applies in England
- Support for equality of opportunity for all
- Support and respect for the liberties of all within the law
- Respect for and tolerance of different faiths and religious and other beliefs

Our Academy values underpin our ethos and are evident throughout all aspects of our curriculum:

- Respect
- Aspiration
- Independence
- Love of Learning
- Inclusion
- Resilience

These values are utilised in conjunction with fundamental British Values, which are promoted in the following ways:

DEMOCRACY

- We encourage a democratic culture where our pupils are empowered to make a meaningful contribution to decisions that directly relate to themselves. Pupils also have the opportunity to have their voices heard through pupil surveys and the use of child’s voice.
- We have an active Academy Council and Eco-Council who make a valuable contribution to outcomes throughout the Academy. These members are elected by their peers and all pupils have an involvement in this democratic process.
- We have active Learning Ambassadors, Business Ambassadors and Phoenix Pupil Champions, which all children are encouraged to apply for.
- Our pupils are encouraged to develop an open mind in an environment where enquiry is encouraged and questions are valued.
- The pupils at The Baird are actively involved in the selection processes of new staff.

- Opportunities for elections and processes where pupils are encouraged to vote are embedded into our curriculum and additional opportunities are identified in line with local and national events. One example of this was when the pupils voted on the new logo for the academy.

RULE OF LAW

- Our key values are integral to our behaviour for learning policy and enable our pupils to effectively understand the difference between right and wrong. Pupils are supported to distinguish between right and wrong in the classroom, during assemblies and on the playground and are instrumental, through consultation, in identifying their own appropriate rewards and sanctions.
- Our expectations of pupils are clear, fair, actively promoted and positively reinforced. Expectations are reinforced through a collaborative discussion between pupils and staff.
- Pupils are encouraged to respect the civil and criminal law and the pupils enjoy visits from the local Police to help reinforce this understanding. They spend time reflecting on their behaviours and the impact that this has on others.
- Our pupils develop an understanding of how the law keeps them safe and the importance of the law for their futures, through collaborative working with the Police Youth Prevention Team.
- The Behaviour for Learning and Friendship Policies set out a zero tolerance approach towards aggression, abuse or violence towards pupils, staff or parents and carers.

INDIVIDUAL LIBERTY

- Our pupils are encouraged to be independent learners and are given the freedom to make their own choices, knowing that they are in a safe and supportive environment
- Our safe and supportive classroom environments promote a culture where positive self-image and self-esteem are fostered to increase their confidence in their own abilities.
- Pupils are encouraged to take responsibility for their own behaviours and explore the language of emotions, enabling them to reflect on differences and understand that we are all free to have our own opinions.
- Through a structured PSHE curriculum, stereotypes are challenged, and a strong anti-bullying culture is embedded where pupils are encouraged to challenge any form of bullying.
- Pupils have key roles and responsibilities in the Academy e.g. Phoenix Pupil Champions, Sports Leaders, Year 6 Monitors, Breakfast Monitors, School Council, Learning and Business Ambassadors

MUTUAL RESPECT AND TOLERANCE

- Respect is one of our core values across the Academy. Regular collective worship is focused on respect to ensure that our pupils have a thorough understanding of what is expected and how to demonstrate respect.
- Through our structured PSHE and RE curriculum, diversity and equality are valued. Pupils discuss their understanding of other cultures, faiths, ethnicity, disability, gender or sexuality, differences in family situations and develop respectful attitudes.
- Through key celebrations and theme days, linked to our curriculum, our pupils acquire a respect for their own and other cultures.
- Links, visitors and visits are actively promoted with local faith communities and places of worship e.g. visiting the local church or mosque.

- Assemblies and discussions involving prejudices and prejudiced based bullying have been followed and supported by learning in RE and PSHE.
- We offer a culturally rich and diverse curriculum in which a range of religions, national and global communities are studied and respected.
- A range of resources are utilised throughout the Academy to ensure that diversity is valued and represented.
- We encourage our pupils to have a positive influence on the local community and to engage in community wide projects.