



British Values and Protective Characteristics statement

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Principal

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REVIWED: 1st September 2021 - Parneet Kang

At The Emscote School we are fortunate that our pupils, their families, our staff and other partners and organisation involved in the delivery of education represent a diverse range of backgrounds. We teach in accordance with national curriculum requirements. Provision incorporates the interests of pupils and supports them in becoming good local, national and global citizens of the future.

The Department for Education (DfE) 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”.

British values are reflected in all that we do. We nurture our pupils on their journey through life, so they grow in to caring, responsible and tolerant adults who make a positive difference to British society and to the wider world. We encourage them to be creative, unique, open-minded and independent individuals, respectful of themselves and others in our school, our local community and beyond.

At The Emscote School, we actively promote British values in the following ways:

Democracy

Pupils are encouraged to debate topics of interest, express their views and make a meaningful contribution to the running of the school. They are able to do this in a number of ways e.g. SMSC (Social, Moral, Spiritual and Cultural) curriculum planning; student council; questionnaires and surveys; and group work.

Rule of Law

We have a clear positive behaviour policy which helps pupils to make good choices about their behaviour. Pupils are taught right from wrong, in the classroom, during student council and in social time. Pupils are encouraged to respect the law of land and to gain respect for the basis on which the law is made. The school encourages visits from services such as the Police, and community groups to gain an understanding of civic duties and responsibilities.

Individual Liberty

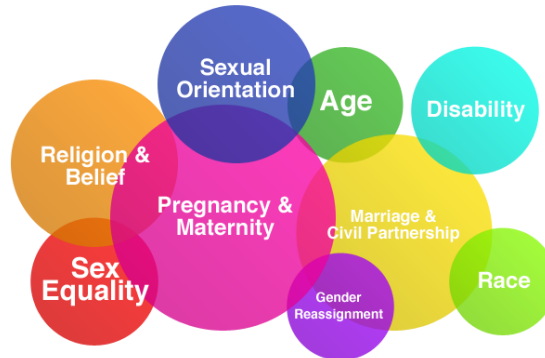
At school, pupils are encouraged, and given the freedom to make choices, knowing that they are in a safe and supportive environment, e.g. challenging themselves in their learning. They are supported to develop self-knowledge, self-confidence and a growth mind set in all areas of school life. Pupils are taught to understand and exercise their rights and personal freedoms in a safe, tolerant and respectful way.

Mutual respect and tolerance of those with different faiths and beliefs

Pupils are taught that respect is shown to everyone, both adults and children. We help them to develop an understanding of, and respect for, their own and other cultures to promote tolerance and harmony. Staff and pupils are encouraged to challenge prejudicial or discriminatory behaviour. Through the PSHE and RE curriculum pupils are encouraged to discuss and respect differences and similarities between people, in order to acquire an appreciation of and respect for their own and other cultures. We offer a culturally rich and diverse curriculum in which all major religions are studied, through the support of Tute Education.

Through lesson observations and the curriculum the school will ensure that lessons promote British Values.

Protective Characteristics



The Equality Act and The Nine Protected Characteristics are set out with the intention of protecting our human rights. It is important that all students leave Emscote with an understanding of the world they are growing up in, having learned how to live alongside, and show respect for, a diverse range of people. At the Emscote school, we will ensure that lessons and social times reflect these characteristics.

Age

What is meant by age? The age characteristic covers individual ages but also age groups. The term **Age group** means people of the same age or people in a particular age range. Here are some examples of age groups.

You're 25 years old. You could belong to one of the following age groups:

- 25 year olds
- under 30s
- over 20s
- people in their 20's
- young adults.

You're 78 years old. You could belong to one of the following age groups:

- 78 year olds
- over 70s
- pensioners
- senior citizens.



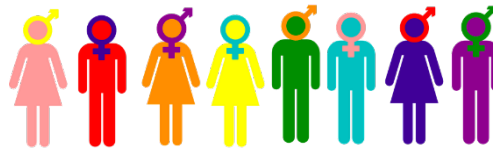
Sex

Sex applies to men and women of any age and therefore includes girls and boys. This characteristic only covers the sex you were born with. There is a controversial conversation around this but that is covered in other characteristics.

Sexual Orientation

Sexual orientation is when you're sexually attracted to people of your own sex – when you're gay or lesbian, people of the opposite sex – when you're heterosexual, people of both sexes – when you're bisexual.

Please note that Sexual Orientation is different to Sex and Gender Reassignment.



Gender Reassignment

Gender reassignment covers those who want to change their gender, whether they go through with the medical treatment or not. So, this covers people who have had a complete gender reassignment. Individuals who are currently undergoing medical treatment to reassign their gender. It also covers people who have started the medical process but then have later decided to stop it.

The gender reassignment characteristics will also cover those who decide to adopt the identity of their chosen gender without undergoing a medical gender reassignment. This would then cover those who chose to dress as their chosen gender, all the time or only occasionally.

If you cross-dress for some other reason than because you want to adopt your chosen gender – for example, as a joke or as a paid profession- this is not considered gender reassignment.

Gender reassignment is a **personal process** rather than a medical one. You don't have to undergo medical treatment and you don't have to be under medical supervision.

Race

With race it is often perceived as being your colour, however, this is not completely true. It covers colour, nationality, ethnic origin and national origin.

Nationality means citizenship or membership of a particular nation. National origins means your connection to a country or nation through birth. It's different from nationality although they can overlap. The English, Welsh, Scottish and Irish are all considered as nationalities.

Ethnic origins, in the eyes of the law, covers groups who share history and cultural traditions. These could be a language, religion or geographical origin. This also covers gypsy Roma people and travellers.

Religion or beliefs

Religion and beliefs covers any organised religion, for example, Islam, Christianity, Buddhism and Hinduism. Smaller religion sectors are also covered like Rastafarianism and Scientology.

You are also covered by a specific denomination for example Protestant and Catholic. A religion is understood and decided by a court. They look at whether something has a clear structure and belief system in place to decide if it is a religion under the terms of the law.

As part of this protective characteristic there is an area that covers beliefs in a religion's central articles of faith, for example, Christianity believe that Jesus is the son of God. In Islam the belief that women should cover her head or whole body, and also in the belief of creationism or intelligent design.

A philosophical belief is non-religious and includes humanism, secularism and atheism. If you strongly believe in it and it concerns an important aspect of human life and behaviour the courts have granted that the belief in man-made climate change and spiritualism are considered as philosophical beliefs. However, political beliefs are not covered.



Marriage and civil partnership

Your legally married if your union is recognised as a marriage under UK law, even if you didn't get married in the UK. A civil partnership means a registered civil partnership covered by the act 2004.

This does not cover single, engaged, divorced, living with someone, widowed or if someone thinks you are married even though you are not. However, if you are separated you are still covered.

Disability

The definition of disability is set out in section 6 of the Equality Act 2010. It says you are disabled if you have a physical or mental impairment and if that impairment has a substantial and long term adverse effect on your ability to carry out normal day to day activities.

You have an impairment if your physical or mental abilities are reduced in some way. It could be the result of a medical condition however it does not have to be medically diagnosed.

Conditions that are not covered are: hay fever, tattoos and piercings, a tendency to steal or set fire to things and a tendency to physically or sexually abuse others.



Pregnancy and Maternity

You are covered if you are pregnant, have a pregnancy-related illness or are on active maternity leave. However, once the maternity period is over then you would no longer be covered by this characteristic.

Breastfeeding would not be covered here as this would be covered by sex. Other areas covered are adoption of a new born. It is not clear about fathers, nor is it clear about same sex parenting. For example a mother is covered but what if there is two females in the relationship. However if there are two males in the relationship and they adopt then would this be covered? These areas are not very clear.

The British Values and Protective characteristics statements define terminology and inform the work of the school. In line with independent school regulatory requirement the school will:

- encourage respect for other people, paying particular regard to protected characteristics
- promote tolerance and harmony between cultural traditions by enabling individuals to acquire an appreciation of and respect for their own and other cultures
- teach students right from wrong and to obey the laws of the land
- enable students to acquire a broad general knowledge of and respect for public institutions and services in England
- encourage respect for democracy and support for participation in the democratic process, including respect for the basis on which law is made and applied in England.