

BRITISH VALUES & RULE OF LAW POLICY

Policy type	Recommended
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Last reviewed on	Spring Term 2023
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Approval level	Executive Board

Approved by (Name, date, signature)



Executive Board, Spring 2023

Executive Board Chair, David Kreyling

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POLICY FOR BRITISH VALUES & RULE OF LAW

MISSION

We believe in investing in people. As professionals in the teaching and training professions, we strive to provide a better future for the children, young people and home settings we work with. Success for us means unleashing the potential of each individual so they can grow, develop and reach the potential of which they are capable. Our values are grounded in our determination to be the change we want to see in the world, through passion, commitment and integrity. We strive to plant a seed of kindness and compassion in a generation that will produce resilience and hope and enable them to aspire and achieve productive and fulfilled lives. Our success is measured in the lives we changed.

At the Omnia Foundation, we create a secure and safe environment that encourages communication, self-belief, mutual respect and success. We provide a rich and balanced curriculum that develops every child, allowing them to achieve their true potential.

Aims of the policy

- To provide guidance to foundation staff on reinforcing the understanding of British Values and the Rule of Law in line with Part 2 of the Independent Schools Standards which relates to The Education (Independent School Standards) Regulations 2014, regulation 3, part 2, section 5
- To provide information to home settings regarding the foundation's approach to reinforcing understanding of British Values and the Rule of Law

The policy should be read in conjunction with the following policies: Me, Myself & I Policy, Rights & Responsibilities Policy and the Anti-Bullying Policy

What are British Values and the Rule of Law?

"It is expected that students should 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. The school's ethos and teaching, which schools should make parents aware of, should support the rule of English civil and criminal law and schools should not teach anything that undermines it. If schools teach about religious law, particular care should be taken to explore the relationship between state and religious law. Students should be made aware of the difference between the law of the land and religious law."

Promoting fundamental British values as part of SMSC in schools

The five British Values are:

- Democracy.
- The rule of law.
- Individual liberty.
- Mutual respect.
- Tolerance of those of different faiths and beliefs.

At the Omnia Foundation, we are committed to supporting and developing understanding of the fundamental British Values in everything we do and our Core Values align with them very closely:

Open-minded

*Key concepts - clarity * trust * change*

When we are open-minded, we promote a culture of openness and honesty, where we tackle difficult conversations and accept constructive criticism. We help to create an environment of trust, where all people are treated fairly and equally and where we can be relied upon to follow through with our commitments to others. We recognise and promote a culture where change is good and reflects progress and where we are adaptable and positive when faced with periods of transition.

- To signpost to referral pathways and other means of support
- To provide information, guidance and support for all schools (available on Essex Schools InfoLink)

Motivated

*Key concepts - passionate * purposeful * pride*

When we are motivated, we actively promote the ethos of our organisation, one in which we share positivity and demonstrate genuine commitment. We continually strive to create an environment where every member of the foundation can be at their most effective and where we each take ownership and responsibility for ourselves and everything we do. We support others to ensure that we are all working towards the same goals, taking pride in our contribution to the foundation community.

Noble

*Key concepts - credibility * relationships * team*

When we are noble, we are admired by others and our opinions are sought because we are good role models, taking a considered and thoughtful approach with all members of the community. We lead by example and build strong relationships across the foundation, being approachable, friendly and doing all we can to build trust with others. We actively engage in foundation life, working collaboratively, always listening to new ideas and considering the impact of our actions on others.

Independent

*Key concepts - brave * self-aware * decisive*

When we are independent, we make and carry through informed decisions, are willing to take a stand even in the face of resistance and take accountability when things go wrong. We understand and manage how other people see us, proactively seeking personal development and we are able to minimise the impact of our responses and reactions on others. We have the best interests of the foundation at heart when we make decisions, thinking things through clearly and having a clear rationale before we act.

Achievers

*Key concepts - solutions * innovation * results*

As achievers, we are recognised by others as being able to see things from different points of view, remaining objective and positive in the face of challenge. We promote and contribute to a culture where people feel empowered to challenge the status quo and share new ideas that we are willing to support and develop. We continually review and evaluate our own progress, demonstrating the belief that anything can be achieved and trying and trying again until everything that can be done is done.

Implementation & Monitoring arrangements

The Head of Foundation has responsibility for implementing the policy with the support of the Senior Leadership Team

It will be monitored by the Chief Operating Officer on behalf of the Executive Board

The Head of Foundation will review the policy annually and any changes will be ratified by the Executive Board
