

ST JOSEPH'S CATHOLIC ACADEMY

A Leading Edge Technology & Applied Learning College



*Up-date for Governors: March 2015
Next review: All staff / students March 2016.*



British Values and Prevent Policy.

OUR ACADEMY MISSION STATEMENT

Inspired by Christ's love for all people, our mission is to provide the highest standard of Christian education with particular emphasis on the faith and teaching of the Roman Catholic Church throughout the school.

St Joseph's British Values and Prevent Policy

EXECUTIVE SUMMARY

Support Staff.

1. Apply school policy when on duty around the school.
2. Be aware of modelling the values of our school
3. Report any concerns regarding extremism to the relevant PL.
4. Act as positive role models for students at all time.
5. To read and become familiar with the depth of the British Values and Prevent policy.

Teacher, Tutor and Staff Responsibilities;

1. To treat all students and colleagues with respect, in line with our Catholic ethos.
2. To be an exemplar regarding our British values for all students.
3. To be constantly vigilant regarding identification of extremist views.
4. **Escalate to PL when they have concerns regarding students.**
5. To emphasise **values in their lessons and in their tutor groups,**
6. To read and become familiar with the depth of the British Values and Prevent policy.
7. Discuss good practise and employ INSET that impacts upon Teaching & Learning.

PL and CL Responsibilities.

1. To be the lead exemplars of tolerance, respect and moderation within the school.
2. To inform the SLT link and "SPOC" of any extremist concerns.
3. To inform our values through INSET, Curriculum and through assemblies and promotional material around the school.
4. To liaise with the SPOC in developing British values in the school.
5. To use Inset and meetings to share good practise within their department.
6. To review the British Values and Prevent Policy and contribute to the SEF.
7. To review the policy with the Student and Year councils every year. **(PL)**
8. To recognise the values of their students within reward assemblies. **(PL)**
9. To work with parents, students and external agencies in the best interests of the students.

SLT Responsibilities.

1. To be a constant exemplar to staff and students of tolerance, respect and moderation.
2. To support all staff with training and support Lifeskills provision.
3. To support their link departments.
4. To support, challenge and advise the CL or PL regarding interventions with students and staff.
5. To review the policy with all staff every year and contribute to the SEF.
6. To contact the PREVENT LEA contact (Graeme Littlewood) if any concerns regarding social or religious extremism occur.
7. To ensure the school has implemented the policy to improve Leadership, Staff and Governor awareness, referral processes to Prevent and a rich, broad and balanced curriculum.

Governor Responsibilities

1. To assign a Governor link to work with the SLT link and SPOC on Catholic and British Values and Prevent.
2. To hear a termly report from SLT on British Values and Extremism.
3. To support, challenge and advise on strategies to improve awareness of our values.

St Joseph's British Values and Prevent Policy

ST JOSEPH'S CATHOLIC ACADEMY British Values and Prevent: Academy Policy

Next review- March 2016: Governors 30/03/16

ACADEMY MISSION STATEMENT

Inspired by Christ's love for all people, our mission is to provide the highest standard of Catholic education with particular emphasis on the faith and teaching of the Roman Catholic Church throughout the Academy.

Policy Aims, Principles & Purpose

In accordance with our Catholic beliefs, we aim to encourage, recognise, reward and support students. Our British Values policy aims to promote strategies that ensure that all students

Are healthy	Supporting mental and emotional health by engaging children in ways of getting on together and encouraging acceptance of other peoples' opinions and beliefs.
Stay safe	Allowing them to know that there are people to listen to them should they feel threatened through bullying of any kind. There are easily seen procedures around the Academy, explaining what extremism and British Values are. This includes discrimination of any sort.
Enjoy & Achieve	The policy provides a consistent approach for staff allowing opportunity for children to do their best in a class free from distraction or fear as well as recognition of individual learning styles and needs.
Make a positive contribution	By setting the social rules to live by, the children can engage in law abiding and positive behaviour in and out of Academy. They can develop positive relationships and choose not to be prejudiced or discriminate.
Achieve economic well-being	To promote positive attitudes to lifelong learning and respectful behaviour to benefit them in the workplace.

The effective delivery of the curriculum at St. Joseph's can only take place where students are motivated to learn and behave well. Our British Values policy will establish the agreed ways in which members of the Academy community will contribute to the learning environment.

We believe that our values are achieved when:

- ✓ there is mutual respect and established routines
- ✓ there is an awareness of the values we expect established in the Academy by students, parents and staff
- ✓ students and staff feel safe and secure
- ✓ there is consistent use of praise when behaviour is appropriate
- ✓ there is consistent use of sanctions when behaviour is inappropriate.

The purpose of the British Values and Prevent Policy is to support positive virtues and values towards learning for all students. To this end it sets out criteria for expectations.

St Joseph's British Values and Prevent Policy

Policy Statement.

Ethos and Practice

When operating this policy St Joseph's uses the following accepted Governmental definition of extremism which is:

'Vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; and/or calls for the death of members in our armed forces, whether in this country or overseas'.

As part of wider safeguarding responsibilities staff will be alert to:

- Disclosures by pupils of their exposure to the extremist actions, views or materials of others outside of school such as in their homes or community groups, especially where pupils have not actively sought these out.
- Graffiti symbols, writing or art work promoting extremist messages or images
- Students accessing extremist material online, including through social networking sites
- Distributing extremist literature and documentation
- Parental reports of changes in behaviour, friendship or actions and requests for assistance
- Partner schools, local authority services and police reports of issues affecting students in other schools or settings
- Students voicing opinions drawn from extremist ideologies and narratives
- **Use of extremist or 'hate' terms to** exclude others or incite violence
- Intolerance of difference, whether secular or religious or, in line within our equalities policy, views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture
- Attempts to impose extremist views or practices on others
- Anti-Western or Anti-British views

Ethos and Approach

We will all strive to eradicate the myths and assumptions that can lead to some young people becoming alienated and disempowered, especially where the narrow approaches learners may experience elsewhere may make it harder for them to challenge or question these radical influences. This guidance and support will be delivered through the whole school curriculum, tutor programme and Lifeskills curriculum. We will ensure that all of our support and approaches will help our students build resilience to extremism and give them a positive sense of identity through the development of critical thinking skills. We will develop strategies and staff training to ensure that all our staff are equipped to recognise extremism and are skilled and confident enough to challenge it.

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- Support and encourage positive values towards learning through effective teaching, learning and rewards.
- Develop and extend staff strategies to promote British Values including individual and team INSET.
- Operate and review policies relating to student inclusion clearly and consistently.
- Support equality of opportunity through a planned and differentiated curriculum, which supports effective learning in terms of inclusion and study support.
- Work with students and parents to develop and support practice which enables effective learning, attitudes and behaviour.
- Monitor the performance of individuals and groups at risk of disaffection, fully utilising all multi agency input within the Academy and beyond and other resources to implement early strategies to support them.

We will be place a high priority on prevention:

- All classroom teachers will implement well prepared, paced and pitched lessons so as to engage all students and promote British Values.
- All teachers will employ a range of strategies which reinforce established rules and procedures and use rewards/sanctions consistently to support appropriate attitudes in the classroom and to avoid confrontation with/between students.
- Our rewards policy will encourage and act as recognition of the motivation and positive attitudes of the majority of our students. Staff will make expectations / procedures explicit to students, apply them consistently and re-enforce them at regular intervals.
- Our Staff Code of Conduct will promote a culture of mutual sympathy and support between staff with regards to student attitudes - a weakness in one area weakens all. Such problems must be addressed in terms of teamwork (pastoral or departmental or both)
- Early intervention where students are identified as disaffected in lessons/Academy will take place through a planned and co-ordinated route
- Involving the experience of other staff to review and amend approaches in the classroom.
- Recognising that Parents need to be involved, informed and welcomed in partnership to ensure and consolidate positive attitudes.
- Establishing a partnership with students and involving them in taking responsibility for and developing their own learning. Student views on matters of organisation and response should be harnessed as part of the consultative process.
- The governors should be perceived by students, parents and staff, as actively supportive in promoting the values of the school.
- Using the multi-agency teams to support students, especially those identified as being at risk of disaffection despite the above strategies.
- Having effective communication between staff and mentors to support, evaluate and record student progress.
- Liaising with the Head, via Assistant Head (Departmental/Pastoral) to consider alternative or additional provision.
- Liaising with Heads of Year and/or Learning Support, (informing SLT) to maximise and co-ordinate the input of outside agencies where necessary to support attitudes, family difficulties or other issues.

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Active Intervention will entail:

- The consistent and positive application of our British Values and Prevent policy by all staff.
- Expectations of all to be displayed and applied consistently by all. It emphasises self-discipline and raises an awareness of what is expected by all members of the Academy community. A clear line of response whenever a religious or political extreme view emerges. Each stage relies upon professionalism, qualified judgements and common-sense from staff involved.
- An adapted curriculum to offer appropriate support and challenge including Lifeskills and the extended enrichment curriculum.

Monitoring & Evaluation

We will involve staff, students and parents and use the following indicators to monitor and evaluate the success of this policy:

- ✓ Overall attendance record.
- ✓ Referrals to SST.
- ✓ Reported incidents of bullying.
- ✓ The rate of fixed-term exclusion.
- ✓ The rate of permanent exclusion.
- ✓ Year group behaviour scores.
- ✓ Year group detention rates.
- ✓ Percentage gaining rewards for attendance, behaviour and contribution to Academy and community.
- ✓ Achievement rates (year group/gender/vulnerable groups)

Effective Application of Policy: Roles & Responsibilities

All Staff have a duty to do all they can to ensure British Values are employed. We cannot assume that all students know how to behave- we must be prepared to set a good example and teach British Values.

Support staff will:

- ✓ Apply school policy when on duty around the school.
- ✓ Be aware of modelling the values of our school
- ✓ Report any concerns regarding extremism to the relevant PL.
- ✓ Act as positive role models for students at all time.
- ✓ To read and become familiar with the depth of the British Values and Prevent policy.

Subject teachers:

The first line of discipline will always be the classroom teacher: a well-planned, paced and pitched lesson will engage students and promote British Values.

In addition, teachers will:

- develop their skills to become excellent classroom managers
- be consistent in applying Departmental and Academy Policies
- rewarding good attitude applying agreed Departmental sanctions consistently, fairly and in proportion using eportal.
- act as positive role models for students at all times.

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Curriculum Leaders & Deputy Curriculum Leaders will:

- be the lead teachers in the Departmental Team through setting an example for excellent classroom and general behaviour management.
- provide written departmental policy and guidance on best practice based upon the Academy policy to ensure that British Values are the norm in departmental classrooms.
- ensure that good attitudes and behaviour is recognised and rewarded.
- ensure that a suitable set of sanctions are applied to deter poor behaviour or attitudes.
- ensure that subject teachers keep a record of good behaviour.
- ensure that persistent attitudes and behaviour are acted upon through the Behaviour module and reported/referred to the Head of Department or Head of Year.
- monitor the application of the Departmental Behaviour Policy
- evaluate the effectiveness of the policy in its aim to progress British Values in the Departmental classrooms

Group Tutors will:

- develop their skills to become excellent classroom managers
- promote and raise awareness of the Academy policy during class and year group assemblies
- ensure that their students understand and sign up to the Academy Behaviour Code each year
- act as the first point of contact for their students with other staff and parents.
- remind their students of our values and expectations through the Student Bulletin each Monday or Tuesday and Thursday at least.
- check the behaviour module and student planners for rewards records (at the same time as Homework checks)
- provide guidance and support to students who may be struggling behaviourally or in the values.
- act as a positive role model at all times.
- Report concerns regarding extremism to their PL.

Pastoral Leaders & Deputy Pastoral Leaders will:

- be the lead teachers in the Year Team and across the school, through setting an example of excellent classroom and general behaviour management.
- lead and support their team of Group Tutors
- provide guidance, support and training on British Values and Prevent strategy for other staff.
- lead and visibly promote and support the Academy policy at every opportunity: at assembly, in the classroom and about the Academy.
- Using the Behaviour Module to ensure that good attitude and behaviour are rewarded.
- monitor and keep up to date records of poor attitudes and bullying particularly in the areas that contravene British Values
- deal positively and effectively with serious or persistent poor attitudes in accordance with our sanctions policy and in proportion to the act of misbehaviour.

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- liaise and work with the Student Support Team where appropriate
- work with and support students who do not follow our British Values.
- liaise with parents and outside agencies where appropriate including the use of Behaviour Monitoring book and Pastoral Support Programmes.
- work with the SLT link teacher with regards serious or persistent poor behaviour and exclusions.
- Refer concerns regarding extremist views to their SLT link.
- Contribute to the SEF.

SLT link teachers will:

- provide a lead on British Values through their visibility and example at every opportunity and especially in classrooms, assembly halls, corridors, dining areas and outside areas
- explain to students the importance of good attitudes and support the Pastoral Team in the promotion of Academy policy
- work with CLs and PLs to support, monitor and evaluate the application of policy and the effect of sanctions.
- use information gained from the above to help improve the policy at annual review and the School SEF.
- Report concerns regarding extremist views to Graeme Littlewood. Prevent coordinator at the LEA.

The Head Teacher and the Senior Leadership Team will ensure that the policy is promoted and implemented effectively by assigning a member of the SLT to support each Year Group and Department. The HT and SLT will lead, manage and evaluate an annual Pastoral Review and Academy Action Plan.

The British Values and Prevent policy links to the following school policies;

- Child Protection and Safeguarding policy
- Anti-bullying Policy

Our goal is to build mutual respect and understanding and to promote the use of dialogue not violence as a form of conflict resolution. We will achieve this by using an approach that includes:

- Citizenship/Lifeskills Programmes
 - Open discussion and debate
- Targeted programmes led by external providers in Enrichment
- Cross-curricular thematic programmes
 - Annual audits of curriculum and provision to ensure the values of democracy and individual liberty are promoted throughout the wider curriculum

SPOC.

A "Single point of contact" will be identified by the school to liaise with the local authority and implement any strategies to aid in preventing extremism in St Joseph's and reinforce our Catholic and British Values.

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Recruitment

The arrangements for recruiting all staff, permanent and volunteers, to our school will follow national guidance for safer recruitment best practice in education settings, including, but not limited to, ensuring that DBS checks are always made at the appropriate level, that references are always received and checks and that we complete and maintain a single central record of such vetting checks. We will apply safer recruitment best practice principles and sound employment practice in general in doing so will deny opportunities for inappropriate recruitment or advancement.

We will be alert to the possibility that persons may seek to gain positions within our school so as to unduly influence our school's character and ethos.

We are aware that such persons seek to limit the opportunities for our pupils thereby rendering them vulnerable to extremist views and radicalisation as a consequence.

Role of Governing Body

The Governing Body of our school will undertake appropriate training to ensure that they are clear about their role and the parameters of their responsibilities as Governors, including their statutory safeguarding duties.

The Governing Body of our school will support the ethos and values of our school and will support the school in tackling extremism and radicalisation. In line with Recommendation 13 of Peter Clarke's report details of our Governing Body will be published on our school website to promote transparency.

In line with the provisions set out in the DfE guidance 'Keeping Children Safe in Education, 2014' the governing body will challenge the school's senior management team on the delivery of this policy and monitor its effectiveness.

Governors will review this policy annually and may amend and adopt it outside of this timeframe in accordance with any new legislation or guidance or in response to any quality assurance recommendations pertaining to the delivery of this policy and the overall safeguarding arrangements made.

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Good Behaviour: General Expectations of Students

OUR CODE OF BEHAVIOUR

I,, Class Tutor

agree to uphold the Catholic values of the school to respect other people, their property and myself at all times.

In particular

I will do what I am asked the first time I am asked and:-

- accept the authority of staff at all times by showing respect to staff and accepting that they have my best interests at heart;
- make an effort to achieve maximum attendance;
- come to school, on time, prepared to comply with agreed school rules, routines and policies (including that on Behaviour, British Values, Anti-bullying and Substance Abuse);
- adopt a Christian attitude by offering help to other students, staff and people in need;
- get on with my work to the best of my ability and meet deadlines set for homework;
- be prepared to work with anyone else in my group and to wait my turn;
- ask for help when necessary and accept advice and guidance from my teachers;
- do homework to the best of my ability;
- work hard to improve my grades if I fall below targets;
- do not use mobile phones around school.

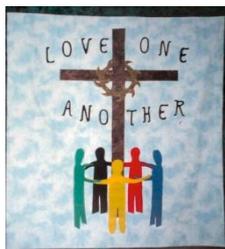
Comment [A1]: Added. Cross reference to Behaviour policy and the planner?

We deter students bringing mobile phones and they do so at their own risk. If caught using a mobile phone, other than in lessons when directed by staff, it will be confiscated. Continued use is a defiance issue. We reserve the right to ban a student from bringing a mobile phone to school.

Signature: **Date:**

Countersigned by Parent/Carer(s):

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OUR ACADEMY MISSION STATEMENT

Inspired by Christ's love for all people, our mission is to provide the highest standard of Catholic education with particular emphasis on the faith and teaching of the Roman Catholic Church throughout the Academy.

OUR ACADEMY AIMS

Our central aim is to create an atmosphere of Catholic values, attitudes, practice and knowledge in which the spiritual, moral, cultural, mental and physical development of every student can flourish, and which encourages them to strive for the highest standards in all endeavours, so that they may achieve enjoyment and success and become equipped for both this life and the one to come.

Our Academy Prayer

Lord, help us to become the people you want us to be.
In our Academy, may there be prayer, learning and humour,
hard work, faith and friendship.
May we respect everyone we meet,
use our gifts and encourage each other.
Send your angels to guide us
and let your peace be with us and our families always.
We ask all these things
Through Christ our Lord,

Amen