

Clear Quality Ltd British Values Policy

1. Policy Statement

Clear Quality Ltd is committed to actively promoting and embedding British Values across all aspects of our provision. We recognise our responsibility to prepare learners, staff (including associates), and stakeholders for life and work in modern Britain by fostering an inclusive, respectful, and safe environment.

In line with the Prevent Duty and Ofsted Education Inspection Framework (EIF), we promote the fundamental British Values of:

- Democracy
- The Rule of Law
- Individual Liberty
- Mutual Respect and Tolerance of those with different faiths and beliefs

These values underpin our curriculum intent, delivery (implementation), and the impact we seek for staff and learners' personal development, behaviour, attitudes, safeguarding, and employability.

2. Scope

This policy applies to all learners, staff, associates, stakeholders, and visitors engaged with Clear Quality Ltd across all delivery settings, including online, workplace, and head office environments.

3. Aims and Objectives

We aim to:

- Embed British Values throughout curriculum design, teaching, assessment, reviews, and learner support.
- Promote an inclusive culture where diversity is respected and discrimination is challenged.
- Ensure British Values are actively demonstrated and evidenced in everyday practice.
- Provide effective initial, refresher, and update training for staff.
- Safeguard learners and staff from radicalisation, extremism, and harmful ideologies.
- 100% staff completion of British Values training within required timescales



Success will be measured by:

- Evidence of British Values in 90% of sampled learning activities and reviews
- Timely and appropriate management of concerns (see Section 8)

4. Roles and Responsibilities

British Values Lead Officer

- Oversees implementation and compliance
- Reviews concerns, referrals, and audit outcomes
- Reports impact to senior leadership

Designated Safeguarding Lead (DSL)

- Leads Prevent-related concerns and external referrals
- Ensures safeguarding thresholds and timescales are met

Senior Leadership Team

- Models British Values
- Ensures alignment with quality assurance and EIF expectations

Managers

- Monitor practice through 1:1s, observations, and reviews
- Address concerns promptly and proportionately

Skill Tutors / Trainers

- Actively promote and model British Values in all interactions
- Embed values into teaching, reviews, and workplace discussions

Staff and Associates

- Complete required training
- Challenge inappropriate behaviour and report concerns

Learners, Stakeholders and Visitors

- Uphold British Values and engage respectfully

5. Our Commitment in Practice (Amended - more engaging format)

We embed British Values by:

- Designing learning activities that encourage discussion, debate, and reflection
- Creating safe spaces for different viewpoints
- Applying policies fairly and consistently
- Encouraging responsible choice, voice, and participation
- Challenging discrimination, prejudice, and extremism

6. Fundamental British Values in Everyday Practice (New)

Democracy

What this looks like day to day:

- Learner voice activities and surveys
- Feedback acted upon and communicated
- Choice in learning approaches and goal setting

Evidence examples:

Learner surveys, action plans, meeting minutes, review notes

The Rule of Law

What this looks like day to day:

- Clear behaviour expectations
- Consistent application of policies
- Discussions around workplace rules and legal responsibilities

Evidence examples:

Policies, induction records, 121 review discussions and CPD records

Individual Liberty

What this looks like day to day:

- Learners encouraged to express views respectfully
- Support for self-advocacy and informed decision-making
- Safe exploration of ideas within boundaries

Evidence examples:

Learning plans, tutorials, learner reflections.

Mutual Respect and Tolerance

What this looks like day to day:

- Respectful language and behaviour
- Celebration of diversity
- Challenge to stereotypes and discrimination

Evidence examples:

Learning materials, observation notes, and safeguarding logs

7. Training and Learning Outcomes

Initial Training (Induction)

Staff will be able to:

- Explain the four British Values
- Recognise signs of extremism or radicalisation
- Understand their reporting responsibilities

Timescale: Within 4 weeks of start date

Metric: 100% completion recorded

Refresher Training

Staff will be able to:

- Apply British Values confidently in practice
- Respond appropriately to concerns
- Evidence British Values in delivery and reviews

Timescale: Every 2 years

Metric: Training compliance monitored annually

7. Legislative / Prevent Updates

Triggered by:

- Changes in legislation or guidance
- Emerging risks or local intelligence

Staff will be able to:

- Understand new requirements
- Apply updates to their role

Timescale: Within 4 weeks of the update release

Metric: Attendance records and staff declarations

8. Referral Process Amended

If concerns arise regarding British Values or potential radicalisation:

1. Initial Concern Raised
 - a. Reported immediately to line manager or DSL
Timescale: Same working day
 2. Internal Reporting
 - a. Passed to British Values Lead Officer and DSL
Timescale: Within 24 hours
 3. Investigation / Risk Assessment
 - a. Review of context, risk, and evidence
Timescale: Within 5 working days
 4. External Referral (if required)
 - a. Channel / Prevent/Safeguarding partners
Timescale: Immediately following risk decision
 5. Support & Monitoring
 - a. Actions recorded and reviewed until sign-off
Timescale: Reviewed at least monthly in Safeguarding meetings
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Audit measure:

- 100% referrals logged and reviewed
- Timescales met in 95% of cases

9. Monitoring, Review and Impact

British Values effectiveness is monitored through:

- Learner and staff feedback
- Curriculum audits
- OTLA and learning walks
- 1:1 meetings and safeguarding logs#

Audit Criteria:

- Evidence of British Values in learning OTLA's, Learning Walks
- Staff confidence and consistency in practice
- Timeliness and quality of referrals

Impact Measures:

- Improved learner engagement and behaviour
- Staff confidence in Prevent responsibilities
- Positive inspection feedback

Policy reviewed annually or sooner if legislation changes.

10. Linked Policies

- Safeguarding and Prevent Policy
- Equality, Diversity and Inclusion Policy
- Staff Code of Conduct
- Health and Safety Policy
- Complaints and Whistleblowing Procedures
- Induction and Training Policy
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