Fundamental British values

What they mean in this workplace

1. Democracy	Everyone has a voice and decisions are made openly. In practice: team votes, consultation before change, learner and staff feedback that visibly leads somewhere.
2. The rule of law	Rules apply to everyone, and there are fair consequences when they are broken. In practice: clear policies, consistent application, no exceptions for seniority.
3. Individual liberty	People can make their own choices safely and be supported to do so. In practice: informed choice, the right to disagree, protection from pressure.
4. Mutual respect	We treat each other with dignity even when we disagree. In practice: challenging behaviour rather than people, and calling out what is not acceptable.
5. Tolerance of different faiths and beliefs	We make room for difference and do not require people to hide who they are. In practice: reasonable adjustments, inclusive events, curious questions.

Speak to your manager or designated safeguarding lead if you see behaviour that goes against these values.