



Multi Trades Training British Values Policy

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Signature		Date	15/08/2025

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Statement and Purpose

Multi Trades Training ('Multi Trades', 'we', 'our' or 'the provider') is committed to upholding British Values at its core.

Britain has undergone rapid economic and social change over the last few decades, and we live in an increasingly multicultural and diverse society. Through education and awareness of the needs and views of others, it is possible to live together in harmony, peacefully, where everyone has a valuable contribution to our multicultural world.

The government set out its definition of British values in the 2011 Prevent Strategy.

Scope

As part of the Education Inspection Framework, Ofsted require training providers, in this case Multi Trades Training (MTT) to promote fundamental British Values to learners, and to prepare learners for life in modern Britain. All our learners are expected to learn about British Values as part of their programme of learning.

Definitions

The five key British Values are:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect
- Tolerance of those of different faiths and beliefs and for those without faith

Role and Responsibilities

It is the responsibility of the Advisory Board of Governors to ensure a culture of British Values is embedded throughout the organisation and that all employees, contractors, and others acting for and on behalf of us keep this in the fore.

Staff will ensure that their lessons are inclusive of, and sensitive to, the fundamental British values. Learners are expected to treat each other and staff with respect, in line with the Multi Trades ethos.

Procedure

To achieve this, we are committed to:

- Promoting British Values throughout the programme of learning that defines and explores British Values and opportunities for learners to apply their knowledge to current relevant situations and issues.
- Enabling learners to develop their self-knowledge, self-esteem and self-confidence.
- Enabling learners to distinguish right from wrong and to respect the civil and criminal law of England.

- Encouraging learners to accept responsibility for their behaviour, show initiative, and to understand how they can contribute positively to the lives of those living and working in the local community and to society more widely.
- Enabling learners to acquire a broad general knowledge of and respect for public institutions and services in Britain.
- Further tolerance and harmony between different cultures by enabling learners to acquire an appreciation for and respect for their own and other cultures.
- Encourage respect for other people, for democracy and participation in the democratic processes, including respect for the basis upon which the law is made and applied in Britain.

Note: Within the guide, the term "learner" describes clients/customers/claimants/participants.

British Values

The five key British Values are:

Democracy

At Multi Trades, learners have a range of ways to air their views.

This can occur naturally through their learning session, learner surveys, learner forums and contacting one of the team via info@mttraining.co.uk with any suggestions. Our learners are encouraged to have an input into what and how they learn to instil an understanding of democracy for their future. We encourage others to see the bigger picture, encouraging everyone to know that their views count, value each other's views and talk about their feelings. When appropriate we will demonstrate democracy in action, for example, sharing views. Staff can support the decisions that others make and provide activities that involve sharing and collaboration.

Employers can also contribute and share their views via the Employer Survey's, training support and via the Skills Coaches when visiting on site. Employers can also contact us directly to feedback by email to info@mttraining.co.uk.

The rule of law

Multi Trades has a high regard for the laws that govern and protect us, the responsibilities that this involves and the consequences when laws are broken.

Learners understand the learner code of conduct and what is expected of them while studying with us. Learners are encouraged to engage in enrichment activities that encourage recognition of the importance of the law.

We enable learners to distinguish right from wrong and to respect the civil and criminal law. We encourage learners to accept responsibility for their behaviour at work and in their personal lives, show initiative, and to understand how they can contribute positively to the lives of those living and working in the locality of the community and to society more widely.

Individual liberty

We foster a safe and supportive environment where learners are actively encouraged to make choices. We support individuals to make decisions about learning and career planning based on their individual needs, circumstances, and interests.

We place an emphasis on opportunities for independent self-assessment and decision making by providing information and advice that is easy to access, understand, clear, relevant, and up to date. Learners are taught about their rights as apprentices and personal freedoms and are encouraged and advised on how to exercise these safely.

Mutual respect

Respect forms a core pillar of our ethos. Learners are treated with respect and learn to treat each other and staff with respect. We aim to support all learners and to give them the support and guidance they need to achieve success.

The learner code of conduct applies to all learners on our programmes and is a guide to show what we expect from each person whether it is within our centres, remotely or participating in organised events, activities or work placements.

Tolerance of those of different faiths and beliefs and for those without faith

We acknowledge that tolerance is achieved through learner's knowledge and understanding of their place in a culturally diverse society and the opportunity for learners to experience such diversity.

We encourage our staff, employers and learners from different faiths or religions to share their knowledge with their peers to enhance their learning. To further tolerance and harmony between different cultural traditions by enabling Learners to acquire an appreciation of, and respect for, their own and other cultures.

Staff Training

Staff are made aware of their responsibilities in terms of British values during their induction and at annual appraisals and team networking events. If deemed necessary, staff will be offered the opportunity for further training on upholding the British Values Policy.

Regular updates are included in annual CPD events to update and widen staff knowledge and understanding. Observations of teaching, learning, assessment and reviews are conducted, and staff provided with any development opportunities in relation to promoting British Values as part of the feedback.

Employer Awareness

We will do our best to promote employer awareness through the distribution of this Policy and it will be posted to the documents area of the online platform 'Quals Direct' for employers to access.

Communication

This policy will be communicated as part of all learner and staff induction processes and is stored in the learner/employer portal, Quals Direct and the staff portal 'Record My'.

Monitoring and Review arrangements

We will review the policy bi-annually and revise as and when necessary, in response to actions from the qualifications regulators, legislation or internal practices.

Associated Policies

This policy should be read in conjunction with:

- Prevent Policy
- Prevent Action Plan
- Safeguarding Policy
- Equality and Diversity Policy

Contact Information

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Document Control

Date	Review & Revision/Change/Addition	Version
05/06/2023	Added 'Employer Awareness' (P3), removed the production of the newsletter re different faiths as covered in Broader Development.	2023 V1
18/07/2024	Revised address details	2024 V1
14/07/2025	Revised format and minor typos & added associated policies	2025 V1