



Thornbury Primary School

British Values and Protected Characteristics 2026–2027

Reviewed and adopted by the Local Governing Body: 2026

Next review: Summer 2027

Policy Statement

At Thornbury Primary School, we are committed to providing an inclusive, safe, and supportive learning environment where every child is valued and respected. We actively promote the fundamental British Values and foster understanding and respect for Protected Characteristics as defined by the Equality Act 2010.

Through our curriculum, assemblies, enrichment opportunities, behaviour expectations, and daily interactions, we aim to prepare pupils for life in modern Britain and encourage them to become responsible, respectful, and active citizens.

Aims

This policy aims to:

- Promote the spiritual, moral, social, and cultural development of all pupils.
- Ensure pupils understand and demonstrate the fundamental British Values.
- Foster respect, tolerance, and appreciation of diversity.
- Promote equality of opportunity for all.
- Eliminate discrimination, harassment, and victimisation.
- Support pupils in developing positive relationships and mutual respect.
- Ensure compliance with the Equality Act 2010 and Public Sector Equality Duty.

Legislative Framework

This policy has regard to:

- Equality Act 2010
- Education Act 2002
- Children Act 1989 and 2004
- Keeping Children Safe in Education (KCSIE)
- Prevent Duty Guidance
- Ofsted School Inspection Framework

Fundamental British Values

The Department for Education defines the fundamental British Values as:

Democracy

Pupils are encouraged to understand how democratic processes work and how they can influence decision-making.

This is promoted through:

- School Council elections
- Pupil voice activities
- Democratic classroom discussions
- Voting opportunities

- Leadership roles and responsibilities

Pupils learn that their opinions matter and that everyone has the right to be heard respectfully.

The Rule of Law

Pupils understand the importance of rules and laws in keeping everyone safe and ensuring fairness.

This is promoted through:

- School rules and behaviour expectations
- Positive behaviour systems
- Restorative approaches
- Visits from community services such as police officers and fire services
- Teaching about rights and responsibilities

Pupils learn that rules apply equally to everyone and there are consequences when rules are broken.

Individual Liberty

Pupils are encouraged to make informed choices and develop independence within a safe and supportive environment.

This is promoted through:

- Personal, Social, Health and Economic (PSHE) education
- Online safety education
- Opportunities for independent learning
- Encouraging pupils to express their views respectfully
- Supporting pupils in managing risks safely

Pupils learn that freedom comes with responsibility and respect for others.

Mutual Respect

Respect is a core value within our school community.

This is promoted through:

- Positive relationships
- Behaviour expectations
- Cooperative learning
- Assemblies and collective worship
- Celebrating achievements and diversity

Pupils learn to value themselves and others regardless of backgrounds or differences

Tolerance of Those with Different Faiths and Beliefs

We promote understanding and respect for people from all faiths, cultures, and backgrounds.

This is promoted through:

- Religious Education

- PSHE
- Assemblies
- The wider curriculum
- Celebrations of different cultures and faiths

Pupils are taught that discrimination, prejudice, and intolerance are unacceptable.

Protected Characteristics

The Equality Act 2010 identifies nine Protected Characteristics:

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Whilst not all Protected Characteristics directly apply to primary-aged children, pupils are given age-appropriate opportunities to develop understanding, respect, and acceptance of diversity.

Our curriculum reflects diversity and promotes positive attitudes towards people who may have different experiences, backgrounds, identities, beliefs, or family structures.

Curriculum

British Values and Protected Characteristics are embedded throughout the curriculum, including:

PSHE

Pupils learn about:

- Respectful relationships
- Rights and responsibilities
- Diversity and inclusion
- Equality and fairness
- Citizenship

Religious Education

Pupils develop understanding of:

- Major world religions
- Different beliefs and practices
- Respectful discussion and enquiry

History

Pupils learn about:

- Democracy
- Significant people who have contributed to equality and social change
- British society and heritage

English

Pupils explore:

- Diverse texts and authors
- Different perspectives and experiences
- Empathy and understanding

Assemblies

Assemblies regularly focus on:

- British Values
- Equality
- Inclusion
- Respect
- National and global events

Creating an Inclusive School Culture

We are committed to:

- Celebrating diversity.
- Challenging stereotypes.
- Promoting equality and inclusion.
- Addressing prejudice and discriminatory language promptly.
- Ensuring all pupils feel represented and valued.
- Providing equal opportunities for participation and achievement.

Staff act as positive role models and demonstrate inclusive practices in all aspects of school life.

Responding to Discrimination

Any incidents involving:

- Racism
- Homophobia
- Biphobia
- Transphobia
- Sexism
- Disability discrimination
- Religious discrimination
- Prejudice-based bullying

will be taken seriously and addressed in accordance with the school's Behaviour, Anti-Bullying, and Safeguarding Policies.

Incidents will be:

- Recorded appropriately.
- Investigated promptly.
- Addressed through education and restorative approaches where appropriate.
- Reported to parents and governors where necessary.

Roles and Responsibilities

Governors

Governors will:

- Ensure compliance with equalities legislation.
- Monitor implementation of this policy.
- Promote equality and inclusion across the school.

Headteacher

The Headteacher will:

- Lead implementation of this policy.
- Ensure staff receive appropriate training.
- Monitor curriculum provision and practice.

Staff

Staff will:

- Promote British Values and equality.
- Model respectful behaviour.
- Challenge prejudice and discrimination.
- Provide inclusive learning experiences.

Pupils

Pupils are expected to:

- Treat others with kindness and respect.
- Listen to different viewpoints.
- Follow school rules.
- Report concerns about bullying or discrimination.

Monitoring and Review

The school will monitor the effectiveness of this policy through:

- Curriculum reviews
- Learning walks

- Pupil voice activities
- Behaviour and bullying records
- Governor monitoring

This policy will be reviewed annually or sooner if required by changes in legislation or guidance.

Headteacher: Emma Mantell

Chair of Governors: _____

Date: September 2026

"At Thornbury Primary School, we celebrate diversity, promote equality, and prepare our pupils to thrive as respectful, responsible citizens in modern Britain."