



MaCTRI Statement on International Values of Equality and Freedom from Discrimination

Commitment to International Values of Equality and Freedom within which British Values sit

At MaCTRI we are dedicated to promoting values which ensure that students develop a strong sense of social and moral responsibility and are equipped for meaningful employment throughout their lives. Our students are diverse and represent many different cultures and backgrounds. We are committed to ensuring that by using an African Philosophy of Education (Ubuntu) they understand the world they live in and appreciate the cultural variations that make us all unique. We prepare our students for life in our society as “Global citizens with local presence” by building on their understanding of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs. As an education provider, we have a statutory duty to prevent radicalisation and challenge extremism by actively promoting the fundamental values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs. These values were articulated by the government in the ‘Prevent’ strategy in 2011.

We promote these values actively through a broad and relevant curriculum based on Global Citizenship and personal development opportunities which give learners the understanding, awareness of self and others and the confidence to live these values in their everyday behaviours and interactions with others. We strive to develop a culture of mutual respect, tolerance, kindness and acceptance where every person feels safe and free to express who they are. We believe in equality, diversity and inclusion; we do not tolerate any form of intimidation, harassment or discrimination against an individual or group, because of their faith, ethnicity, sexuality, gender, political or finance status or any other characteristic.



Democracy in the student experience

Encouraging and enabling students to experience democratic processes at MaCTRI helps to develop their understanding of the principles of democracy and prepare them to exercise their democratic rights in the wider world.

- Within our Student Voice strategy, elected cohort representatives ensure that students' options are heard at Board level. They are involved in key decisions and in influencing positive changes to the learner experience. The Students' cohort representative is a member of the MaCTRI Advisory Board.
- Regular surveys, focus groups, a compliments and complaints process and an online feedback app give learners and apprentices the opportunity to provide continuous feedback on the service they are receiving at MaCTRI. We regularly feed-back on the changes made as a result of listening to students
- Through our tutorial support, every student is individually empowered to make their own choices about their learning and to negotiate their individualised learning plan; they agree their targets and choose enrichment activities (provided by MaCTRI's national and international research and enterprise activities) to ensure that they benefit fully from their learning experience.
- Teaching activities include regular dialogue, questioning and feedback to develop students' agency. They are encouraged to take responsibility for their learning and as independent, self-directed learners, to reflect on their own ways of learning, develop the skills required to set learning objectives, plan their next stages and monitor their own progress.
- Learning opportunities encourage students to present ideas and engage in debate and discussion, increasing their confidence in handling information and decision-making skills.

The rule of law in the student experience

We create an orderly, supportive and positive learning environment for our students where they feel safe, secure confident and valued and prepare them for life in modern Britain where citizens are required to adhere to the law of the land.



- We ensure that MaCTRI adheres to the relevant national legislative frameworks and codes of practice and that organisational policies and procedures support the health safety and welfare of all students.
- Our clear student code of conduct has been developed with student involvement and sets out the behavioural expectations which every student has agreed to uphold when they enrol. The Behaviour and Disciplinary policy sets out disciplinary steps if a student does not keep to the code.
- We respect the law of the land and co-operate fully with the Police and external partners to ensure that we are playing our part in enforcing the rule of the law.
- Our commitment to the rule of law is reinforced through our curriculum and tutorial activities: through debate, discussion and coaching conversations, we encourage students to identify right from wrong and to recognise and exercise rights and responsibilities in all contexts of their learning. We strive to equip them with the behaviours and attitudes necessary for success in the next stage of their education, training or employment. We encourage visits from employers and members of the wider community as contextualising learning helps them to understand the importance of the rule of law.

Individual liberty in the student experience

We place a great deal of importance in creating a positive culture at MaCTRI so that students are in a safe environment where choice and freedom of expression are encouraged. MaCTRI supports students in exercising their freedoms safely and responsibly.

- Our Ubuntu Philosophy underpins our individualised approach to empowering students to take ownership and responsibility for their learning and destiny whilst balancing the needs of others.
- Within tutorials and coaching sessions, we explore individual liberty, rights and personal freedoms as well as supporting students in recognising how to exercise these freedoms safely without impinging on the rights of others.
- We work with students sensitively to identify aspirations, starting points, strengths, needs and risks upholding their confidentiality and rights



throughout. Where necessary we facilitate early intervention and appropriate referrals to minimise any potential barriers to learning.

- Our careers and tutorial support enables students to identify options and making the best choices about ways of learning, career and life choices.
- Online learning materials, events and tutorial sessions enable students to make informed choices about healthy eating, fitness and emotional and mental well-being. Importantly we explore strategies for staying safe from abuse and exploitation.

Mutual respect and tolerance of those of different faiths and beliefs in the student experience

At MaCTRI we have a culturally rich and diverse population. We proactively promote equality, diversity and inclusion to ensure that all learners are given the opportunity to be fully engaged in their learning, that barriers are overcome and that all have a good chance to succeed and progress.

- Mutual respect is at the core of our culture and practices in every aspect of our operations. We actively encourage students to respect other people regarding the protected characteristics set out in the Equality Act 2010 and in ICERD (International Convention on the Eradication of Racial Discrimination) and other [UN Conventions](#). We have a zero tolerance of any form of discrimination.
- We offer a culturally rich and diverse curriculum as we strongly believe that tolerance is gained through knowledge and understanding. Through teaching, learning and the routines of our pedagogical practice, we strive to demonstrate tolerance, helping students to become knowledgeable and understanding citizens who can build a better society for the future.
- Regular class debates enable students to discuss diverse ideas and cultures, explore different viewpoints. Students learn to listen to and value opinions even if they are different from their own.
- Our wider research and enterprise activities promote and celebrate different beliefs, cultural traditions and backgrounds.