



# **MAKERS**

## **British Values Statement**

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Makers has a statutory responsibility to safeguard our apprentices. We regularly review the [Prevent](#) agenda against our own [policies](#) to make sure we provide a safe environment for all of our apprentices.

At Makers, we support the Department for Education's four fundamental British values:

- Democracy
- The rule of law
- Individual liberty
- Mutual respect and tolerance of those of different faiths and beliefs

We actively promote these values through all aspects of our apprenticeship delivery. All of our staff and apprentices are encouraged and supported to develop their knowledge, understanding and practice of these principles.

### **Democracy** - *We value your opinion*

At Makers, we are building the best tech apprenticeship in the UK. We can't do that without feedback from our apprentices. We're always looking for ways to make Makers a better place to study. Apprentices are encouraged to give feedback at various points throughout the programme, through questionnaires, 1:1 catch ups, group sessions and anonymous feedback and/or suggestions.

We hope that by encouraging an environment of constructive feedback and continuous improvement, our apprentices will become more comfortable giving feedback, helping them to speak up, share great ideas and actively contribute to making things better in all walks of life.

We actively encourage our apprentices to take control of their apprenticeship experience by making decisions. This includes voting for which EI or personal development workshops they would like to see delivered.

### **The Rule of Law** - *We follow the rules*

Our apprentices are trusted to make good decisions, be mindful and respectful of the learning environment and their peers. We set clear and high expectations for our apprentices in terms of behaviour, including our [Code of Conduct](#), Commitment Statements and [Slack-tiquette](#) guidelines.

### **Individual liberty** - *We empower freedom and choice*

At Makers, we want to create an amazing place for our apprentices to study. We invest a lot of time into creating a positive learning environment where choice and freedom are encouraged.

Apprentices are actively encouraged to take control of their own learning and carry out their own research, facilitated and guided by their coaches. We empower our apprentices to take risks, solve problems, make mistakes - and learn from them!

Through our monthly safeguarding/equality and diversity/health and safety topics, we educate our apprentices on their rights and personal freedoms, particularly around employment law, discrimination and employer responsibilities in health and safety.

## **Mutual respect and tolerance of those of different faiths and beliefs -**

*We respect each other, whatever background, whatever culture*

There is no place for harassment, bullying or negative behaviour of any kind at Makers. We've worked hard to create an inclusive, welcoming and friendly environment for all of our apprentices. Our apprentices are committed to abiding by our [Equality and Diversity policy](#) and [Code of Conduct](#).

All of our staff and apprentices are empowered to challenge discrimination, tackle prejudice and promote positive relationships.

Treating each other with respect and decency is embedded throughout the apprenticeship journey at Makers, we encourage constructive peer feedback using nonviolent communication methods. Lots of our sessions involve pairing or group work, helping apprentices get to know each other better and develop their communication and teamwork skills.

We encourage our apprentices to bond and socialise with their peers and take the time to get to know them through various activities like lunches and after-work socials like games nights. We host events such as [Code of Colour](#) to celebrate and recognise our LGBTQ+ community!

At Makers we celebrate our apprentice's successes through our Demo Days. Our apprentices get to show off their final projects and appreciate and celebrate the successes of the rest of their cohort.

We aim to educate our apprentices about different cultures and equality and diversity issues through our monthly topical email. Our apprentices come from a wide range of backgrounds, cultures and religions, we encourage them to share their experiences and knowledge with others.