



PERSONAL DEVELOPMENT POLICY

Author of Policy
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December 2014

A handwritten signature in black ink, appearing to read "Matthew Brake", is written over a horizontal line.

Signed on behalf of Governing Body

Reviewed
December 2014

ALL SAINTS CHURCH OF ENGLAND ACADEMY, PLYMOUTH
Pennycross, PLYMOUTH PL5 3NE

All Saints Church of England Academy, Plymouth aims to be an inspirational community of learning, which will transform the life chances of the students and make a positive contribution to the well-being of the local community and the wider world. The Academy is rooted in Christian values including truth, justice, forgiveness, generosity and respect. The Academy aims to provide outstanding educational opportunities and experiences which will enable all students, regardless of ability and background, to bring out the best in themselves, and to make a difference for good in the world.

The Academy believes that education is about the development of the whole person, and in educating each student will endeavour to:

- sharpen the mind
- enrich the imagination
- strengthen the body
- nourish the spirit
- encourage the will to do good
- open the heart to others

This policy and the associated procedures are based on these principles, aims and beliefs.

Introduction

Personal Development is central to the educational entitlement of all students at All Saints Academy, Plymouth, and, as a cross curricular dimension, permeates all aspects of life in the Academy. It is encompassed within the teaching of all subjects both formally and informally.

As a Christian community we want to educate our students so they develop their full potential as individuals and together as an Academy. The values and ethos of the academy are central to our Personal Development Policy.

The key principle behind Personal Development is that it reflects the five outcomes of the Every Child Matters Agenda [see objectives]. Additionally the Personal Development programme at All Saints Academy will have the following emphases:

- **Every student is an individual** – developing self-awareness, confidence and self-esteem, transferable skills and experiences that prepares them for the wider world
- **Students should be encouraged to interact with other students** – building social skills through working effectively with others and understanding the needs of others
- **Opportunities should be provided for staff to interact with their students** – strengthening the staff-student relationship thus enabling staff to identify individual strengths and development needs more effectively
- **Opportunities should be provided for individual students to interact with the Academy** – raising awareness of individual responsibilities, reinforcing partnerships and upholding the Academy ethos

Purpose

To make clear the role of Personal Development in providing planned learning experiences to promote the personal, social and health education of students and its importance in ensuring that students fulfil their individual potential.

Students will develop values, attitudes, knowledge, skills, and understanding in order to meet the Government's aim for every child [Appendix 1], regardless of background or circumstance to:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution
- achieve economic well-being

Procedure

This policy will be developed in the context of the Academy's ethos and overall aims that will make clear the values underpinning the work of the Academy community. It will include:

- mapping the current provision in terms of whole Academy, whole curriculum provision including that which is specifically classroom based
- determining which objectives are already being met and where the activities are taking place
- deciding where further development is needed and identify opportunities for carrying it out
- examining any other policies which have fundamental links with Personal Development and deciding whether the Personal Development policy should include all of these aspects or whether they are to remain separate

Personal Development is delivered to the requirements of the National Curriculum Programmes of Study at Key Stages 3 and 4 [see Appendix 2]. It is delivered primarily during Tutor time alongside key Citizenship topics but many aspects are supported in all areas of the curriculum, e.g. the Mathematics Curriculum delivers a module of work on Personal Finance as part of the Year 8 Scheme of Work. Personal Development is also delivered via assemblies.

In planning the curriculum, teachers at All Saints Academy provide:

- a clear, consistent framework of values in which to work, supported and agreed by all
- supportive relationships between teacher and student and student and student
- a classroom climate which encourages all students to explore, and encourages a high level of interest
- opportunities for development outside the classroom situation through responsibilities, extra-curricular activities [such as Duke of Edinburgh] and educational visits

All Saints Academy provides opportunities for personal and social development through a variety of strategies:

- Individual, peer group, collaborative group work
- Discussion and role-play
- Involvement in a range of problem solving activities
- Preparation and presentation of tasks for different audiences
- Positive self-assessment
- Positive marking, with verbal or written comments

The following provide specific vehicles for the delivery of the learning outcomes at KS3 and KS4. These are in addition to the routine curriculum:

- Work Experience in Year 10
- Careers advice and planning in conjunction with Connexions
- Records of Achievement
- Assembly
- Review Day
- Drama club and drama productions

- Through our general routines, in and out of the classroom, and the way in which individuals relate to each other, students are encouraged to form their own attitudes and values

By building positive working relationships between students and staff all members of the Academy family are valued as individuals. They learn to see the need for good manners, self-discipline and appropriate behaviour in whatever situation they find themselves in.

Records of Achievement for each student in Year 11 provide a means of recognising each student's personal and social development. They reflect the whole child and include achievements in and out of the Academy.

All Saints Academy provides opportunities for parents/carers, the community and outside agencies to contribute to the personal and social development of its students through their active involvement in the life and philosophy of the Academy.

Assessment

It is a statutory requirement that Personal Development is assessed and reported upon.

Tutors will use a variety of methods to assess the progress of the students within both strands of Personal Development and will be responsible for keeping records. Where a particular topic is delivered by another curriculum area, e.g. Personal Finance within Mathematics then that subject will assess the students' progress and report on it.

Progress within Personal Development will be assessed by tutors and will be reported on at the end of each Key Stage using the Level Descriptors. [See Appendix 3]

Monitoring and Evaluation

The Personal Development policy will be reviewed as part of the Academy's policy review cycle and in the light of national and local changes. The goals and projected outcomes, together with individual assessments made using the QCA PSHE end of Key Stage statements will be used to assess the success of the policy. [See Appendix 3]

Consultation and associated feedback with staff, students and parents will inform the future development of this policy

Resources

A range of resources will be used including visiting speakers, theatre companies and trips/visits as appropriate.

- Personal Development Schemes of Work
- Policy Links
 - Citizenship Policy
 - SRE Policy
 - Drugs Education Policy
 - Equal Opportunities Policy

APPENDIX 1

The five ECM outcomes are included below for information and completeness, and to signal the commitment of the Governing Body to ensuring that All Saints Academy plays a major part in securing the outcomes.

- Be healthy
 - Physically healthy
 - Mentally and emotionally healthy
 - Sexually healthy
 - Healthy lifestyles
 - Choose not to take illegal drugs
 - Parents, carers and families promote healthy choices

- Stay safe
 - Safe from maltreatment, neglect, violence and sexual exploitation
 - Safe from accidental injury and death
 - Safe from bullying and discrimination
 - Safe from crime and anti-social behaviour in and out of school
 - Have security, stability and are cared for
 - Parents, carers and families provide safe homes and stability

- Enjoy and achieve
 - Ready for school
 - Attend and enjoy school
 - Achieve stretching national educational standards at secondary school
 - Achieve personal and social development and enjoy recreation
 - Achieve stretching national educational standards at secondary school
 - Parents, carers and families support learning

- Make a positive contribution
 - Engage in decision-making and support the community and environment
 - Engage in law-abiding and positive behaviour in and out of school
 - Develop positive relationships and choose not to bully and discriminate
 - Develop self-confidence and successfully deal with significant life changes and challenges
 - Develop enterprising behaviour
 - Parents, carers and families promote positive behaviour

- Achieve economic well-being
 - Engage in further education, employment or training on leaving school
 - Ready for employment
 - Live in decent homes and sustainable communities
 - Access to transport and material goods
 - Live in households free from low income
 - Parents, carers and families are supported to be economically active

APPENDIX 2

National Curriculum Non-Statutory PoS for KS3 PSHE: Personal Well Being

http://curriculum.qcda.gov.uk/uploads/QCA-07-3348-p_PShe_Pers_KS3_tcm8-409.pdf

National Curriculum Non-Statutory PoS for KS3 PSHE: Economic Well Being & Financial Capability

http://curriculum.qcda.gov.uk/uploads/QCA-07-3346-pEconoWell3_tcm8-393.pdf

National Curriculum Non-Statutory PoS for KS4 PSHE: Personal Well Being

http://curriculum.qcda.gov.uk/uploads/QCA-07-3349-p_PShe_Pers_KS4_tcm8-410.pdf

National Curriculum Non-Statutory PoS for KS4 PSHE: Economic Well Being & Financial Capability

http://curriculum.qcda.gov.uk/uploads/QCA-07-3347-pEconoWell4_tcm8-394.pdf

PERSONAL DEVELOPMENT END OF KEY STAGE STATEMENTS

Key Stage 3: Personal Well Being

Personal identities

Learners are able to:

- reflect on and evaluate their achievements and strengths in different areas of their lives
- recognise strong emotions and identify ways of managing these positively
- recognise that external factors, such as relationships, achievements and setbacks, can affect emotional wellbeing, and identify how they can take this into account

Healthy lifestyles

Learners are able to:

- identify characteristics of good health and how to stay physically, emotionally and mentally healthy
- make informed choices about their health and wellbeing and explain reasons for their choices
- demonstrate effective ways of resisting negative pressure, including peer pressure
- describe the main effects of, and laws relating to, alcohol, tobacco and other legal and illegal drugs

Risk

Learners are able to:

- describe the positive and negative impacts of risk-taking on their health and wellbeing
- assess and manage risks associated with personal lifestyle choices and situation, try new ideas and face challenges safely

Relationships

Learners are able to:

- identify the importance of having a variety of social and personal relationships and how these can impact on their lives and wellbeing
- understand the nature and importance of marriage and stable relationships to parenthood and family life
- discuss ways that relationships might change over time and demonstrate how to negotiate within relationships

Diversity

Learners are able to:

- describe differences and diversity and demonstrate respect and empathy towards others who live their lives differently from them
- challenge prejudice and discrimination in an appropriate manner
- demonstrate recognition of the achievements, strengths and worth of others.

Key Stage 3: Economic Well Being and Financial Capability

Career

Learners are able to:

- demonstrate an understanding of the concept of 'career' in relation to examples of people that they know
- recognise their strengths, achievements and weaknesses and evaluate how these might inform future choices in learning and work
- describe some of the qualities, attitudes and skills needed for employability.

Capability

Learners are able to:

- demonstrate a range of enterprise skills, attitudes and qualities
- explain a range of financial terms and products and describe different ways to manage their money and personal finances
- assess their needs, interests, skills, attitudes and aspirations in relation to options for learning and work and make creative and realistic plans for transition into Key Stage 4
- use information sources to explore options and choices for learning and work
- demonstrate capability as critical consumers of goods and services.

Risk

Learners are able to:

- explain the positive and negative aspects of risk-taking in relation to economic issues and financial and career choices
- assess and manage risks relating to financial, enterprise and career choices, and learn from mistakes

Economic understanding

Learners are able to:

- demonstrate an understanding of the economic and business environment, including how and why different businesses operate, and of different types of work, including employment, self-employment and voluntary work
- demonstrate and apply understanding of economic ideas
- explain a range of basic economic and business terms

Key Stage 4: Personal Well Being

Personal identities

Learners are able to:

- make judgments about their personal qualities, skills and achievements and use these to set future goals.
- present themselves confidently and respond positively to praise and criticism.
- explain how changes in personal circumstances may affect their feelings and behaviour, and how they can manage such situations effectively

Healthy lifestyles

Learners are able to:

- describe the short and long-term consequences of personal health choices, including choices relating to sexual activity and substance use and misuse and make decisions based on this knowledge.
- identify some of the causes and symptoms of mental and emotional ill health, and identify strategies for recognising, preventing and addressing these in themselves and others.
- demonstrate confidence in finding professional health advice and help others to do so.
- identify reasons why people might use illegal drugs and explain how drug use can impact on physical, mental and economic aspects of people's lives, relationships and the wider community

Risk

Learners are able to:

- evaluate the potential risks and benefits of personal lifestyle choices including their impact on relationships.
- recognise that risk assessment and management are part of life and give examples of how to manage and reduce risk in different circumstances

Relationships

Learners are able to:

- develop appropriate relationships with a widening range of adults in a variety of contexts.
- explain the importance of different relationships and associated responsibilities, including the significance of marriage, stable relationships, civil partnerships, and long term commitments.
- describe some of the possible effects of family and other significant events on feelings, emotions and personal wellbeing, and the impact these may have on relationships

Diversity

Learners are able to:

- explain how differing cultures, faiths and beliefs may influence lifestyle choices, and demonstrate respect for these differences.
- take the initiative in challenging or giving support in connection with offensive or abusive behaviour

Key Stage 4: Economic Well Being and Financial Capability

Career

Learners are able to:

- identify a range of post-16 options and careers advice and support networks that they can use to plan and negotiate their career pathways
- relate their abilities, attributes and achievements to career plans, setting personal targets and evaluating choices
- complete application procedures, including CVs and personal statements, and prepare for interviews

Capability

Learners are able to:

- demonstrate a range of enterprise skills when working independently and with others
- explain some of the financial products and services that will help them manage their current and future personal finances
- demonstrate how to seek out and secure opportunities for learning and work and develop, review and adapt plans for transition from Key Stage 4
- critically evaluate a wide range of goods and services from the consumer's point of view

Risk

Learners are able to:

- calculate and balance the element of positive and negative risk when making decisions related to economic issues and financial and career choices
- recognise that risk assessment and risk management are part of life and give examples of ways to manage and reduce risk in different circumstances

Economic understanding

Learners are able to:

- explain the structure and function of different businesses across the public, private and voluntary sectors and show how some of these could be relevant to their future lives and careers
- explain how employment trends and opportunities are influenced by economic forces and relate these to their own career plans
- explain how finance will play an important part in their lives and in achieving aspirations, and how changes in the economic environment may impact upon these.