



PERSONAL DEVELOPMENT POLICY

Our Core Values

RESPECT, LEARN, ACHIEVE

School Values

We are a School where every student, regardless of individual faith:

- is valued
- is a member of a thriving, happy community
- is helped to achieve her personal best
- is given a wide range of opportunities to develop their talents
- is prepared for the challenges of adult life
- is helped to understand and fulfil their responsibilities to self, family and society

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Hetton is a community of learners which we follow the values and motto which is *RESPECT, LEARN, ACHIEVE*. The ethos and the spiritual, moral, social and cultural values held and developed within this school.

Everything we do is intended to promote the growth of individuals as persons to achieve their potential and to discover the purpose and meaning of life so that they might creatively and critically contribute to and shape the society of the future. Personal development is therefore fundamental and integral to all educational provision, processes, experiences and relationships within the school in our concern for the development of each student as an individual and a learner.

Rationale

Personal Development is concerned with all aspects and characteristics of the individual's growth in personhood and in relationship with self, others, society and creation. Whilst education is concerned with the transmission of knowledge and skills, more importantly it is about the growth, development and realisation of human potential and personhood. In this way, the individual is able to function effectively in relationships with them self, other people and groups, society with its structures, institutions and cultures. Good education involves the balanced development of all those relationships, so that the student may learn to live justly and well, with mature consideration and respect both for themselves and for others and thus contribute to the building up of society positively, creatively and critically.

Spiritual, Moral, Social and Cultural Development in Personal Development (see SMSC policy which supports this document)

Spiritual, Moral, Social and Cultural Development will be supported by the range of



curriculum experiences available and the intrinsic challenge these offer to students not only to achieve academically but also to develop more broadly, spiritually, morally, socially, culturally, affectively, physically and intellectually.

The content of the Personal Development programme and the approaches used will provide opportunities for Spiritual, Moral, Social and Cultural Development. Amongst other things, the range of the Personal Development programme will involve students in looking at issues concerned with relationships, bullying, friendship, racism, sex education, prejudice, the ways in which society works. In so doing Personal Development will build on and complement work done elsewhere in the curriculum.

3. What is Personal development & Citizenship?

Personal Development comprises all aspects of schools' planned provision to promote the student's personal and social development, including health and wellbeing.

Personal Development is not simply a tool by which a moral message is delivered to students. It should be a supportive atmosphere in which students develop discussions, thinking and reasoning skills to support their beliefs. Students should be encouraged to learn from each other and therefore respect each other's views and opinions. At Hetton School we strive to provide an atmosphere which encourages the above. Adults model appropriate behaviour between adult to adult and adult to student.

- **Social and moral responsibility:**

Students learning from the very beginning self-confidence and socially and morally responsible behaviour both in and beyond the classroom, towards those in authority and towards each other.

- **Community involvement:**

Students learning how to become helpfully involved in the life and concerns of their neighbourhood and communities, including learning through community involvement and service.

- **Political literacy:**

Students learning about what democracy is and about the institutions that support it locally and nationally. How citizens can make themselves effective in public life, locally and nationally through skills and values as well as knowledge is also studied.

4. Personal Development & Citizenship within the National Curriculum

Personal Development promotes the spiritual, moral, cultural, mental and physical development of students at the school and society; and b) prepares such students for the opportunities, responsibilities and experiences of adult life.'

5. Why Teach Personal Development and Citizenship? Aims

- Personal Development is central to the development of students as learners since it promotes students' ability to recognise their own worth, to work effectively with others and to become increasingly responsible for their own learning.
- Enables them to think for themselves.
- Students develop social skills.



- It helps to promote equal opportunities for all.
- It promotes responsible attitudes towards the maintenance of good health through an understanding of factors contributing to healthy lifestyles.
- Helps students to form the effective and fulfilling relationships that are essential to life and learning, which recognise common humanity and respect the diversity of and differences between people.
- Provides support for students as they learn to deal with the personal, social and moral issues they face as they grow up.
- Helps to develop positive self- esteem.
- Encourages students to have increased confidence/independence to take increasing control of and responsibility for their lives.
- Students taking an active part in their communities.
- Encourage value and respect of belongings.
- Encourage respect for the environment together with an appreciation of the natural world/living things.
- Empowering them to make informed choices now and in adult life.
- Enable students to become informed, active, responsible citizens.
- Promote responsibility of students own learning.
- Students find out about the main political and social institutions that affect their lives.
- Students learn about their responsibilities, rights and duties both as individuals and members of communities.
- To research, discuss and debate topical issues, problems and events.
- To enable students to talk and write about their opinions.
- Enable students to take part in making and changing rules.
- Supports students in resolving differences, looking at alternatives, making choices and explaining choices.
- Students will become aware of different risks under a variety of circumstances and will be able to perform a risk assessment and make informed choices.
- Students will develop skills, which will enable them to ask for help and be made aware of peer pressure.
- There will be an increased understanding of the nature and consequences of racism, teasing, bullying and aggressive behaviours.
- Skills will be enhanced on how to respond to the above and how to ask for help.
- Participation in the schools decision making process, relating it to democratic structures and processes.
- Support and prepare students for change e.g. joining the school or transferring to secondary school.
- Puberty – see sex education policy.
- Develop listening skills.
- Introduce a variety of real literature to students.
- Improve standards in other areas of the school curriculum.



Personal Development & Citizenship is central to the educational entitlement of all students at Hetton School. The way the curriculum is managed, its organisation and the varying teaching styles used are central to the school's philosophy and ethos, its aims, attitudes and values. All contribute to the personal and social development of students in school. All our activities are aimed to promote equal opportunities for all children.

Inclusion statement

In a school there are always students who, for varied 'reasons', cannot access the day-to-day curriculum in the same way as the majority of their peers. These students are at a distinct disadvantage when it comes to learning situations and could be said to be excluded from the curriculum. The 'reasons' may be physical, behavioural or related to communication or learning difficulty. It can be, and this is so in the majority of cases, a combination of these.

Inclusion at Hetton School seeks to remove this disadvantage by providing a package of support for these students individually, in small groups and as a whole class that enables them to be fully included in all areas of the curriculum.

Inclusion is not merely having the physical presence of a student in the classroom. It is ensuring that he/she is actively involved in the learning process.

6. The Curriculum

The Personal Development curriculum is divided into three main learning categories. These are knowledge, skills and understanding. Within Personal Development to cover the knowledge objectives, the curriculum is divided into 3 core themes of study. The themes of study are:

1. Health and Wellbeing
2. Relationships
3. Living in the Wider World

To allow for all nine themes of study to be covered in depth and to also allow for progression of knowledge, skills and use of resources the nine themes are covered each year.

As well as the knowledge and understanding objectives, skill objectives are also covered within lessons associated to the themes of study. The three interrelated strands of citizenship stated on page two are covered in 'Positive Contribution' as well as through the running of the school council.

7. Implementation

How the Personal Development and Citizenship curriculum is provided

At Hetton School a combination of three different forms of curriculum provisions are implemented. These are:



- i. Dedicated curriculum time and tutor time
- ii. Teaching Personal Development and Citizenship through other subjects/curriculum areas

i. Dedicated Curriculum Time

Personal Development & Citizenship is a dedicated provision, which is time tabled & planned with progression of themes, skills and materials through the key stages. As outlined in section 6. The ELEVEN themes of knowledge study for Personal Development are:

1. Healthy Lifestyle
2. Drugs & Alcohol
3. Keeping Safe
4. Sexual Orientation
5. Relationships
6. Positive Contribution
7. Growing and Changing
8. Radicalisation & Extremism
9. FGM
10. British Values
11. Work, Money & Life skills

iii. Personal Development and Citizenship activities and school events

Outside agencies attend Hetton School to lead assemblies and/or work within the classroom with the children in class projects. The expertise and skills offered by visitors complement those of the teaching staff and provide added value to the school's work. These outside visitors include a number of agencies. A few of them are:

- Church groups' leaders
- Governors
- Local police officer/PCSO
- Fire Service
- School Nurse
- St Johns Ambulance first Aid Trainer
- YDAP- Drugs and Risk
- Universities
- Colleges

Reviewed: August 2018

Next Review Date: August 2019