

The Roundhill Academy

Personal Development Policy

The school recognises that Personal Development has a crucial role in ensuring that all students are prepared for life in today's society, by offering opportunities for them to develop skills and attributes necessary for their future as active, respectful and resilient citizens. We believe Personal Development to be a lifelong process, and aim to equip students with the knowledge and experience required to build positive relationships, increase their confidence and sense of responsibility, and to maintain a safe and healthy lifestyle.

Whole school documentation to support: School Prospectus, Teaching and Learning Policy, Equal Opportunities Policy, SEND Policy, RSE Policy, Care and Guidance Policy, SEF and Whole School Development Plan.

Rationale

The school policy for Personal Development:

- To provide opportunities for all students to learn and achieve,
- To promote students' spiritual, moral, social and cultural development and prepare all students for opportunities, responsibilities and experiences of life,
- To support the development of each student so they mature into responsible, thoughtful and caring adults to take their place in local, national and international communities with confidence and an awareness of diversity and equality.

This will be achieved in the following ways:

- Regular planned CPD for staff (Inset).
- Planned schemes of learning at key stage 3 and key stage 4
- Planned enrichment opportunities across key stage 3 and 4.
- Interventions across the academic year for all year groups, including tutor time activities and assemblies.
- A dedicated post to co-ordinate personal development provision.
- Regular Quality Assurance of the Personal Development Programme carried out throughout the year.

Student Entitlement

All students from Year 7 to Year 11 participate in a planned, co-ordinated programme of Personal Development. At key stage 3 students have one timetabled period each week and in Year 10 and Year 11 PD is delivered in two tutor times on a weekly basis.

The intent is to promote:

- participation in extra-curricular and enrichment opportunities,
- healthy lifestyle choices and mental wellbeing,
- understanding of how to keep themselves safe and how to assess and manage risks,
- understanding of equality and diversity within society,
- understanding of SMSC development,
- British values across the curriculum,
- development of personal attributes, identity and character.

Students should:

- have a sense of purpose,
- value self and others,
- form positive relationships,

- make and act on informed decisions,
- communicate effectively,
- respond to challenge enthusiastically,
- show resilience,
- be active and responsible for their own learning,
- be active citizens within the local community,
- explore issues relating to living in a diverse society,
- explore issues relating to living in a democratic society,
- become healthy and fulfilled individuals,
- gain an insight into the world beyond the classroom.

Key Personnel Involved in the development and delivery of the Personal Development Programme are:

- Assistant Principal with overall responsibility for Personal Development
- Personal Development Co-ordinator and Careers Lead
- Assistant Principal with responsibility for Quality of Education
- Vice Principal with responsibility for Inclusion and SEND
- Student Services Team
- All staff
- Students through consultation and joint working.

Resources

Budget – The budget for the Personal Development Provision; Staff are matched to delivering the programme through skills, experience or an interest in developing in this area. CPD resourcing is allocated through the whole school CPD budget.

Working with Parents

The Roundhill Academy recognises that the personal, social, emotional development and relationships and sex education of the students is in partnership with parents. They will be sent appropriate information when necessary and kept up to date on any issues that arise. The outline of the schemes of work for key stage 3 and key stage 4 are on the school website along with the rationale behind the Jigsaw PD programme with its learning journey.

Outside Agencies

Representatives of other agencies will deliver elements of the Personal Development Programme. They will be made aware of the Personal Development Policy and other policies within it.

Responsibilities

- SLT responsible for Personal Development provision within The Roundhill Academy as appropriate to individual roles and responsibilities.
- Personal Development Co-ordinator responsible for collaborating with relevant staff to ensure high quality lessons are delivered. To review and evaluate the provision. To liaise and co-ordinate appropriate work with external providers.
- SEND department to work with appropriate staff to signpost and support identified young people. To advise the Personal Development Co-ordinator and staff on appropriate differentiation for identified young people.
- Student services, as part of the Care and Guidance policy to signpost and support identified young people.
- All staff have the responsibility of promoting elements of the Personal Development Programme across the whole curriculum.
- Students have a responsibility in contributing to the programme and its effective evaluation.

Monitoring and Evaluation

- To ensure regular QA of the Personal Development Provision is carried out (according to the school QA calendar) and acted upon to maintain high quality provision for all students.
- To develop and review policy and practice accordingly.
- To ensure staff are updated on any developments related to personal development and relevant CPD is delivered accordingly.

Reviewed May 2020
Charlie Hardy

Next Review
May 2021

For further information, refer to the link below

<https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education/physical-health-and-mental-wellbeing-primary-and-secondary>