



PERSONAL DEVELOPMENT (PD) POLICY

Approving Body:	Local Academy Board
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Further information & Guidance:	The Bolsover School Relationships and Sex Education Policy 'Relationships Education, Relationships and Sex Education (RSE) and Health Education' 2019 https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education



1. Context

Personal Development (PD) at The Bolsover School enables our young people to become healthy, independent and responsible members of society. This is encompassed in our Personal Development and Relationships and Sexual Education (RSE) programme. We encourage our pupils to play a positive role in contributing to the life of the school and the wider community. In so doing we help develop their sense of self-worth. We teach them how society is organised and governed. We ensure that they experience the process of democracy in school through the election and membership opportunities provided through the School Council and Derbyshire Young Voice.

2. What is Personal Development?

Personal Development at The Bolsover School would have previously been known as PSHCE and aims to provide an environment and opportunities which will:

- Provide an environment where pupils feel safe and brave in all that they do.
- Encourage our pupils to consider moral and spiritual values, to understand their place in the world and to develop a spirit of service within the community
- Equip our pupils with the skills to be happy in their success at The Bolsover School and beyond
- Develop self-awareness, positive self-esteem and confidence; to enjoy school life, taking part and acting confidently.
- Develop pupils' self-knowledge and their abilities to understand and manage their feelings, to handle their relationships with other children and within their families and to organise and manage their lives.
- Promote positive values and attitudes such as respect, curiosity, consideration, a sense of community and a sense of self-worth and wellbeing.
- Encourage or respect other people even if they choose to follow a lifestyle that they may not have chosen to follow themselves.
- Increase the pupils' independence by developing skills such as collaboration, communication, decision making and self-reliance.
- Develop pupils' respect for different ways of life, beliefs, opinions and ideas and a respect for the processes of law; to develop tolerance, understanding, respect and acceptance of different cultural backgrounds.
- Help them develop a healthy lifestyle, to understand the value of keeping healthy (exercise, diet, personal hygiene and personal safety) and to take responsibility for themselves.
- Enable pupils to manage their own emotional and physical change and growth in a positive way as they move through puberty.
- Develop pupils' knowledge and understanding of key economic concepts eg use and saving of money.
- Help them to understand how technology enhances our lives, and how to access this safely.

3. Why is Personal Development in schools important?

At The Bolsover School, we believe that a school can only be 'Nothing But The Best' if it has shared values. We have high expectations which encourage confident learners and enable us to celebrate achievement across all aspects of the curriculum including in Personal Development. It is our responsibility to nurture appropriate attitudes, values and behaviour in our pupils. In so doing we are actively challenging pupils to think about themselves as individuals and to encourage respect for other people, with particular regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, as set out under the Equality Act 2010 and the 9 protected characteristics. The curriculum and teaching in PD and RSE supports fundamental British Values and L.I.M.B (Life in Modern Britain), and this interweaves throughout our wider tutorial systems as well as in specified priority weeks.

4. What is high quality Personal Development education?

At The Bolsover School we place an emphasis on active learning by including our young people in discussions, investigations and problem-solving activities. We encourage the students to take part in a range of practical activities that promote active citizenship, e.g. charity fundraising, the planning of school special events such as an assembly or House event, council meetings and by taking on roles of responsibility for themselves, for others and for the school – this in turn contributes to our Core Values that each student tries to achieve throughout their school career.

We arrange Personal Development sessions in such a way that our young people are able to participate in discussion too. We offer students the opportunity to hear visiting speakers, such as the NHS, health workers, police and fire officers, whom we invite into the school to talk about their role in creating a positive and supportive local community. Students also have access to Theatre in Education groups which allow them to tackle issues like, road safety and prevent.

Young people need to be encouraged to come to terms with their own emotions, to behave with consideration for other's needs and to learn the necessary skills to lead a safe and healthy life. They need to form close relationships with the adults working with them. As they grow older, the importance of peer and group relationships will increase, however, they continue to need the security and stability offered by the adults within school.

Sometimes an individual child will ask an explicit or difficult question in the classroom. Questions do not have to be answered directly and can be addressed later. Individual teachers use their skill and discretion in these situations and refer to the Personal Development or RSE Subject leader if concerned. There is also a personal development email address set up that students can use to contact the Personal Development leaders.

5. How Personal Development is taught

Personal Development at The Bolsover School provides a balanced and broadly-based curriculum which promotes the spiritual, moral, cultural, mental and physical development of pupils and prepares them for the opportunities, responsibilities and experiences of later life. Personal Development cannot always be confined to specific timetabled time and must also account for the instilling of British Values in our young people, therefore Personal Development is delivered within a whole school approach which includes:

- Discrete curriculum time / Tutorial time via Personal Development Weeks on the school calendar
- Visiting Speaker's and Workshops
- Other subjects/curriculum areas for example: RE, PE and Food Tech
- Assemblies
- Residential experiences across the school / wider school curriculum
- School events and House Competitions
- Pastoral care and guidance

Personal Development is taught during Personal Development priority weeks, during tutorial and as part of the wider curriculum. This will include class room based activities with an identified Personal Development tutor, tutorial time and safe space discussion of topics, whilst continuing to be addressed where relevant as part of the core curriculum. These activities will be based in age appropriate groups where needed, however as a school with vertical tutoring there will also be the opportunity to explore topical issues in the day to day tutorial time.

Use of third parties is an ongoing area of development to ensure students have access to a wide range of expertise.