



BEECHWOOD
Primary School

PERSONAL DEVELOPMENT POLICY

March 2020

Approved by: **Engagement & Wellbeing Committee**

Date:

Last reviewed on: **September 2020**

Next review due by: **September 2021**

PERSONAL DEVELOPMENT

1. Rationale:

At Beechwood we feel that the personal development of each child is paramount to a happy and successful life. We support every child's unique personal development through promoting a positive ethos and strong spiritual, moral, social, cultural development (SMSC). Promoting SMSC and mental and physical development is key to preparing them for the opportunities, responsibilities and experiences of life. Personal development is promoted not only through all the subjects of the curriculum, including personal, social, health and economic education (PSHE) but also through the ethos of the school and through the development of positive attitudes and values.

2. Aims and Objectives:

This policy supports and reinforces the aims of our school, valuing all children and staff equally and as individuals.

- To promote the spiritual, moral, cultural, mental and physical development of pupils at the school and of society;
- To prepare pupils for the opportunities, responsibilities and experiences of adult life;
- To promote respect and consideration for all differences;
- To help each pupil achieve their full potential across all areas of the curriculum;
- To develop the individual strengths of all pupils and to help and provide support in areas for development;
- To inspire and stimulate the pupils in order to foster a love of learning and enquiry, to reason rationally and to apply themselves to tasks and physical skills;
- To help our pupils towards independent learning and to equip them with all life skills in order for them to take their place in a fast changing society;
- To ensure there is continuity and progression in skills, knowledge and understanding in all areas of the curriculum;
- To develop respect for religious and moral values and understanding of other races, religions and ways of life;
- To help the pupils understand the world in which they live;
- To develop a sense of responsibility, consideration for others, self respect and self confidence;
- To promote good relationships between home, school and the local and wider communities;
- To promote high aspirations for all pupils and offer opportunities to explore their choices for further education and the world of work;
- To ensure pupils understand how to make healthy choices for their mind and body.

Citizenship and British Values enable our children to become healthy, independent and responsible members of society. Our pupils are encouraged to develop their sense of self-worth by playing a positive role in contributing to school life and the wider community. They learn how society is organised and governed and experience the process of democracy in school. We provide opportunities for them to learn

about rights and responsibilities and appreciate what it means to be a positive member of a diverse society.

Children take on different roles of responsibility during their school life such as:

- Head Boy and Girl;
- Deputy Head Boy and Girl;
- Senior Prefects and Prefects;
- Charity Reps;
- Safeguarding Council;
- Eco Warriors;
- Playleaders;
- Reading buddies;
- Future leaders
- E-safety leaders
- KIVA Anti-bullying Team
- Attendance Monitors
- Road Safety Officers
- Young Interpreters

3. SMSC:

Spiritual Development

At Beechwood, we strive to support the children in the development of their spiritual life so that through reflection, they will acquire insights and attribute meaning and purpose to personal existence. Children's spiritual development involves the growth of their sense of self, their unique potential, their understanding of their strengths and weaknesses, and their will to achieve. As their curiosity about themselves and their place in the world increases, they try to answer for themselves some of life's fundamental questions. They develop the knowledge, skills, understanding, qualities and attitudes they need to foster their own inner lives.

Moral Development:

Pupils are encouraged to understand the need for a common code and to follow it from conviction rather than because of sanctions or consequences. At Beechwood Primary School, we work towards an understanding of what is right and wrong. From this basis pupils may develop the ability to make judgements and to become increasingly responsible for their own actions or and behaviour.

Social Development:

This enables pupils to become conscientious participants in their family, class, school and the local and wider community. Within this there should be a balance of the positive, satisfying elements of belonging to a group or society along with the demands, obligations and cooperation such membership requires.

Cultural Development:

At the heart of cultural development lies the necessity to develop a sense of personal identity, whilst at the same time acquiring awareness, understanding and tolerance regarding the cultural traditions and beliefs of others. We encourage children to appreciate the values and customs of other ethnic and faith groups which make up modern British society, and the world beyond.

4. PSHE and RSE (Relationships and Sex education):

Although PSHE and RSE is taught throughout the curriculum there will also be dedicated lessons ensuring all areas of the curriculum are taught effectively. We use the 1 decision scheme of work and have a long term plan that can be seen on the school website. This covers a range of topics that promote both RSE and PSHE education. These topics include:

- Keeping and staying safe;
- Keeping and staying healthy;
- Relationships;
- Being responsible
- Feelings and Emotions
- Computer safety;
- A world without judgement

Alongside the 1 decision scheme of work we also have a story based approach. This enables us to introduce themes around different and complex relationships in an age-appropriate way. This is to ensure that all children have the opportunity to grow up being non-judgemental and recognising that although we are all different we are equal.

More information on the teaching of RSE can be seen in the Relationships policy and the Sex Education policy.

PSHE and citizenship is also developed through activities and whole-school events. We offer residential visits in KS1 and KS2, where there is a particular focus on developing pupil's self-esteem and giving them opportunities to develop leadership and co-operation skills.

5. RESPECT values and Pupils offers:

Our learning Challenge curriculum promotes our RESPECT values which are:

- Resilience
- Experiences
- Self-confidence
- Pride
- Enterprise
- Communication
- Team Work

We believe that these values prepare our pupils for an increasingly changing world and help them to become to become positive citizens. As part of our curriculum we understand that pupils benefit from an opportunity to access a wide, rich set of experiences. We have a 'pupil offer' in each year group to ensure all pupils are provided with exciting extra-curricular activities.

6. Mental Well-being

In school we aim to promote positive mental health for all staff and children. We provide high quality support for all children to ensure they are emotionally happy and have good mental well-being. All staff have a responsibility to promote the mental health of children and are encouraged to act on any concerns at an early stage. Possible warning signs that may indicate a child is experiencing some mental health issues may include:

- Physical signs of harm that are repeated or appear non-accidental;
- Changes in eating or sleeping habits;
- Increased isolation from friends or family, becoming socially withdrawn;
- Changes in activity and mood;
- Lowering of academic achievement;
- Talking or joking about self-harm or suicide;
- Abusing drugs or alcohol;
- Expressing feelings of failure, uselessness or loss of hope;
- Changes in clothing - e.g. long sleeves in warm weather;
- Secretive behaviour;
- Skipping PE or getting changed secretly;
- Lateness to or absence from school;
- Repeated physical pain or nausea with no evident cause;
- An increase in lateness or absenteeism.

If a member of staff is concerned about a child they will speak with the school SENCo in the first instance. The school have links with the Emotionally Healthy Schools project and has a number of pathways that can be followed to support children. Three members of staff are trained in Mental Health first aid.

Where any concerns are identified school have a number of staff that are able to put procedures in place, the school SENCo will lead and manage any referrals and work is carried out through a Pastoral Lead, school Councillor and a school Educational Psychologist. If it is felt that referrals to agencies out of school are needed the school SENCo will follow the processes used by Trailblazers, Vysion and/or CAMHS.

All concerns will be dealt with confidentially although if it is in the child's best interest then parents and other members of staff will be informed, this will be discussed with the child first. Serious concerns which are felt may put a child in danger will be dealt with in-line with the school's safeguarding policy.

7. Kiva:

At Beechwood, we follow the Kiva program to ensure we are monitoring and dealing with any incidents of bullying. This program develops an understanding of what bullying is and allows children to understand their role as bystanders in any cases of bullying therefore encouraging them to be good citizens in society. For further information a copy of our Anti-bullying policy can be found on the school website.

8. Careers and aspirations.

It is felt that children should be aware of and introduced to a variety of careers at a young age. We invite different adults from in school and out of school to discuss their jobs and what they entail. This is part of trying to encourage children to raise their aspirations in all year groups and aim to educate children around some of the careers that are available to them. We discuss careers and aspirations in more depth in year 5 and 6, have visitors in school and aim for some children to visit local businesses and places of employment..

9. Healthy living

Where possible we aim to promote a healthy lifestyle with all our pupils. Each day begins with and ends with 15 minutes of exercise and pupils take part in Physical Education (PE) lessons. We encourage healthy snacks and lunches and fruit is available to all children throughout the day. Each year group have the opportunity to take part in an 'Enhanced curriculum' which includes healthy eating and exercise whilst teaching about the importance of this. All children are encouraged to take part in the 'Golden Mile' initiative and are awarded certificates based on the amount of miles they have ran. There are a range of after school clubs for all year groups which have a focus on healthy living, exercise and sports.

10. Monitoring and Review:

At Beechwood, we use an online SMSC grid to record whole school, year group, class or group attainment and achievements that are linked to SMSC, PSHE and British Values. All staff have contributed to this assessment tracker and it is analysed termly to ensure coverage and identify gaps for future focus and learning.

The SLT together with staff from the Engagement and Wellbeing Strand are responsible for monitoring the standards of children's work and the quality of teaching. This will be carried out through learning walks, drop-ins and pupil voice. Staff CPD will be delivered as appropriate through careful evaluation of the subject.

Personal Development Policy

This policy was adopted at an Engagement and Wellbeing Committee Meeting of the Board of Governors on

Date to be reviewed: **September 2021**

Signed:

Name of signatory :

S. Harper

D. Reed

Role of signatory:

Headteacher

Chair of Governors

