



## **Personal Development Policy**

Personal Development (PD) at Sackville supports all our students in their spiritual, moral, physical, emotional, cultural and intellectual development according to their needs, and regardless of their social and/or economic backgrounds. It promotes their wellbeing and enables them to develop their potential as healthy, enterprising and responsible citizens in our school, community and wider society. Our aim is to ensure all students at Sackville are caring, creative, capable and confident.

The Every Child Matters (ECM) outcomes are central to young people's personal development. These outcomes are reflected directly in the three core aims of the National Curriculum. Namely, for all young people to become:

- Successful learners who enjoy learning, make progress and achieve;
- Confident individuals who are able to live safe, healthy and fulfilling lives;
- Responsible citizens who make a positive contribution to society.

Sackville's planned and coherent approach to personal development and ECM has created an effective curriculum that upholds the Sackville ethos and reflects its core values.

We will help students to develop:

- confidence and to make the most of their abilities
- a healthy life style
- good relationships
- respect the differences between people

We aim to prepare students for life after school by:

- developing self-knowledge and awareness
- increasing their knowledge and understanding of society, its laws and systems
- enabling individuals to become good citizens through the examination and evaluation of moral duties and responsibilities commensurate with living in society
- emphasising the importance of consideration for others
- teaching skills of personal decision-making, problem-solving, and self-

confidence in the context of social relationships

- developing entrepreneurial skills and providing career guidance

We intend to achieve our aims through:

- an appropriate use of teaching programmes which respond to our students' needs
- clearly defined learning outcomes for lessons
- 'Learning 4 Life' and 'Mind to be Kind' work in tutor times
- reinforcements of key messages at different stages and ages and in different situations
- content and teaching approaches which match the needs and maturities of all students
- supporting staff in the planning and delivery of the Personal Development Curriculum
- a regular revision of policy and practice.

A wide range of teaching approaches can be used and we particularly encourage active learning methods, which involve the full participation of all the students.

Ground rules will be negotiated when appropriate and the sensitivity of the work will be recognised, safeguarding the interests of the individual child and the whole class.

The work will be regularly monitored and evaluated by all involved.

### **Outside Agencies**

In addition to the lessons taught by Sackville staff, outside agencies contribute to the programmes of study. These include Sackville's School Nurse and the Police Liaison Officer.

They make a valuable contribution to our PD curriculum and enhance the overall educational experience. School staff must always be present and the educational outcomes evaluated.

### **Confidentiality**

Some students may choose to discuss personal issues in class or with individual members of the school community. While staff want to be supportive, it is clear that they work within child protection guidelines and clearly state they may not be able to guarantee confidentiality. It may be appropriate to include this within the list of ground rules identified at the beginning of some lessons. (See also confidentiality guidance in Sex and Relationships and Drugs Education).

**P Street** - Sept 2010

**Reviewed N Feist**– Spring 2014 and 2018

**To be reviewed** Spring 2022