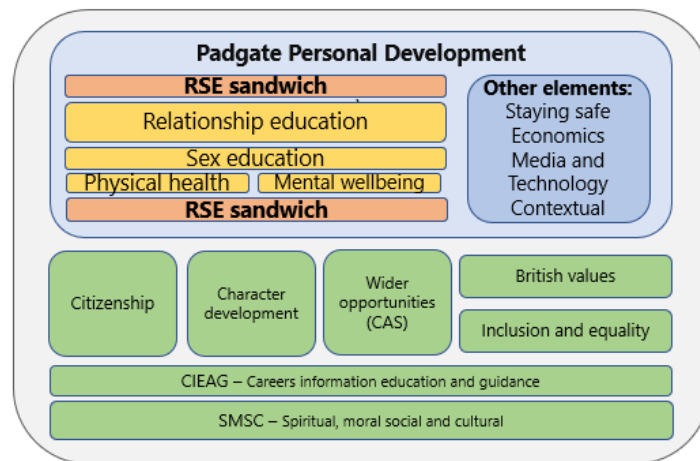




PADGATE  
ACADEMY

# **Personal Development 2023-2024**

Padgate Academy's Personal development curriculum has been developed to enrich students' life experiences. We want to maximise and enhance every student's potential and to do that we need to prepare our students for their future that will give them direction and moral compass, providing students with the knowledge to be valuable member of society. We are committed to developing individuals so that they will be self-confident and resilient and be able to make knowledgeable and informed decisions, in our ever-changing world and society. We will encourage our students to make a positive contribution to society whilst exploring different viewpoints, including their own, on different social and moral issues.



At Padgate Academy, personal development is embedded in every aspect of school life – during curriculum time, tutor time, CAS enrichment, trips, assemblies and additional performances and presentations. At Padgate, we pride ourselves on ensuring that our personal development offer sets them up for life after school. The Personal Development curriculum consists of PSHE (including the new RSE framework), Careers and Enterprise and Citizenship. These core themes will be half termly in Personal Development lessons, the assembly timetable and tutor time messages.

### **Our intent is to:**

- Ensure students have the expertise to make informed choices in life and work outside of the Academy
- *Develop responsible, respectful, healthy and active citizens*
- *Promote Spiritual, moral, social, cultural and equality of opportunity*
- *Develop students' character, giving them qualities, they need to flourish in society*
- *Develop students' confidence and resilience so that they can keep themselves mentally healthy*
- *Ensure students have the knowledge on how to stay safe*
- *Prepare pupils for the next phase of education*
- *Provide opportunities that prepare students for modern Britain, promoting British values through ethos of the school*

- Support students in understanding healthy relationships through age appropriate sex education
- Provide opportunities and experiences that will allow students to succeed in and out of the classroom

**Our Implementation:** Our Personal Development curriculum has been designed to be delivered during a dedicated timetabled lesson every week. This new addition to the Padgate Curriculum has been planned in conjunction with the PSHE association guidance and The Health Education and Relationships Education (primary) and the secondary Relationships and Sex Education (RSE) compulsory guidance.

Our Tutor time (see below) has also be designed to support the Personal development of each year group. Through bespoke tutor and CEIAG programmes, assembly programme, enrichment activities and the support of external bodies.

	7	8	9	10	11
Monday	MMM Reading	MMM Reading	MMM Reading	MMM Reading	Assembly
Tuesday	Assembly	A LYFTA B Careers	A LYFTA B Careers	Assembly	MMM Revision
Wednesday	Reading	Reading	Assembly	Reading	A and B Careers
Thursday	A LYFTA B Careers	Assembly	Reading	A and B Careers	Revision
Friday	PD	PD	PD	PD	PD

A 40 minute weekly Personal Development lesson will be delivered mostly by their form tutor and bespoke staff where appropriate, students will receive age-appropriate lessons on the key following themes that build in complexity throughout each year group on the following themes.

- Health and Wellbeing
- Relationships
- Living in the wider world - Citizenship
- Living in the wider world – Careers (CIEAG)
- KS4 – Religious studies
- Staying safe

We also recognise that at specific times of the year we will need to focus on important key issues, so for example during examination periods we will deliver sessions and or assemblies sharing the importance of stress management and promoting good revision habits.

To accompany our PD sessions we have highlighted key events that we feel students need to be exposed to, this maybe in the form of the planned weekly assembly or a drop down tutor time event through the week.

### Personal development curriculum overview

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Year 7	<b>Relationships</b> <i>Transition and Friendships</i>	<b>Relationships</b> <i>Diversity</i>	<b>Health and wellbeing</b> <i>Health and puberty</i>	<b>Living in the wider world</b> <i>Community and Citizenship</i>	<b>Staying safe</b> <i>Online and in the community</i>	<b>Living in the wider world</b> <i>Finance and economy</i>
Year 8	<b>Relationships</b> <i>Discrimination and unhealthy relationships</i>	<b>Health and wellbeing</b> <i>Emotional wellbeing</i>	<b>Living in the wider world</b> <i>Discovering careers</i>	<b>Staying safe</b> <i>Online safety</i>	<b>Staying safe</b> <i>Personal safety in the community</i>	<b>Living in the wider world</b> <i>Citizenship</i>
Year 9	<b>Living in the wider world</b> <i>Citizenship</i>	<b>Health and wellbeing</b> <i>Threats to lifestyle</i>	<b>Relationships</b> <i>Intimate relationships</i>	<b>Staying safe</b> <i>Taking responsibility</i>	<b>Living in the wider world</b> <i>Careers and options</i>	<b>Living in the wider world</b> <i>Careers and pathways</i>
Year 10	<b>Health and wellbeing</b> <i>Mental health</i>	<b>Religious Studies</b> <i>Is religion important?</i>	<b>Living in the wider world</b> <i>Careers</i>	<b>Relationships</b> <i>Developing relationships</i>	<b>Religious Studies</b> <i>Religion and discrimination</i>	<b>Relationships</b> <i>Intimate relationships</i>
Year 11	<b>Citizenship</b> <i>Democracy and finance</i>	<b>Relationships</b> <i>Looking to the future</i>	<b>Religious Studies</b> <i>Society and world views</i>	<b>Staying safe</b> <i>Keeping safe into the future</i>	<b>Health and wellbeing</b> <i>Self sufficiency</i>	

### RSE

Our Relationships and Sex Education program is rooted within our Personal Development curriculum. The RSE programme at Padgate Academy has been developed to be inclusive and enable students to understand their bodies, to reflect on their relationship values and to be able to openly discuss relationships and sex. Relationships Education is compulsory for all primary schools in England and Relationships and Sex Education compulsory in all secondary schools. The following guidance from the government contains information on what schools should do and sets out the legal duties with which schools must comply when teaching Relationships Education, Relationships and Sex Education (RSE) and Health Education.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1090195/Relationships Education RSE and Health Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1090195/Relationships_Education_RSE_and_Health_Education.pdf)

At the heart of these sessions there is a focus on keeping children safe. [Keeping Children Safe in Education \(KCSIE\)](#) sets out that all schools should ensure children are taught about safeguarding, as part of a broad and balanced curriculum.

Good practice allows children an open forum to discuss potentially sensitive issues. Such discussions can lead to increased safeguarding reports. Children should be made aware of how to raise their concerns or make a report and how any report will be handled. This should include processes when they have a concern about a friend or peer.

We write to parents at the start of the academic year to outline our curriculum plans for the delivery of RSE and direct them to read our PD curriculum area on the website for more details and also provide a [PD@padgateacademy.co.uk](mailto:PD@padgateacademy.co.uk) email for parents to contact us directly if they would like to discuss or ask a question.

The RSE policy can be found here on the website [RSE Policy](#)

It is important to add that we work closely with external agencies or refer to them within our Personal development offer, including:

- School nurse
- CAMHS
- St Josephs
- Warrington Youth for Christ
- Kooth
- NSPCC
- Seasons of change (sexual abuse support)
- Child bereavement UK
- St Johns ambulance

### **Protected characteristics:**

The equality act came into force in 2010, it covers everyone in Britain and protects them from harassment and victimisation. Everyone in Britain is protected. This is because the Equality Act protects people against discrimination because of the protected characteristics that we all have. Under the Equality Act, there are nine Protected Characteristics: You can find our Equality, Diversity and Inclusion policy on our website here; [EDI Policy](#) that will outline more details and our aims based on;

- 1. Age**
- 2. Disability**
- 3. Gender reassignment**
- 4. Race**
- 5. Religion or belief**
- 6. Marriage or civil partnership**
- 7. Sex**
- 8. Sexual orientation**
- 9. Pregnancy and maternity**

Through our personal development program and tutor time we deliver all aspects of the protected characteristics, here are some examples of how they are actively promoted:

- Mindful role modelling by all adults in the school community

- Active engagement and communication with parents and carers
- Assemblies
- Tutor time equality, diversity and wellbeing focus
- Discussion within curriculum subjects, taking a cross-curricular approach
- Personal development lessons (every week)
- Religious Education (RE) lessons, LGBT discussions and Protected Characteristic talks
- Sporting, Art and Cultural events and competitions
- Pupil Voice
- Educational visits
- Guest speakers
- Developing links with local, national and international communities
- CAS Extra-curricular activities, after-school clubs, charity work and work within the local community

### **CIAG Careers education, information advice and guidance;**

Our Vision for careers at Padgate Academy is to provide all of our pupils with a first-class career's education. One which develops their skills for learning, life and employability.

To help us achieve this vision we have put together an extensive careers programme that allows pupils to discover, explore and develop their knowledge and understanding of careers options and choices in KS3 and then move on to experience and apply in KS4.

The programme is designed to fully prepare all pupils for the world after high school. It is reviewed termly to ensure its efficiency and supported by the SLT and board of governors.

Our Careers Programme Aims to:

- Inspire our young people and raise their aspirations.
- Allow pupils to explore careers and activities based around their interests and aspirations.
- Develop understanding of a wide range and variety of career options and possibilities and how this can be achieved.
- Experience a variety of employer encounters, workplace visits and higher education settings alongside enrichment trips and activities.
- Apply their knowledge and understanding of careers to their future pathway, to guide and direct them on their journey after Padgate Academy.

We ensure that our aims are met by linking everything we do to the Gatsby Benchmarks, and the needs of pupils. We ask pupils, staff and employers to rate and review all activities so that they can be evaluated for their effectiveness and impact and adapted accordingly.

The full careers policy can be found on our website here [Careers policy](#)

## **LYFTA (during Tutor time)**

*'Lyfta invites students to experience different cultures and perspectives. It gives them the opportunity to see and connect with positive human stories from around the world - modelling resilience, problem-solving, teamwork, and many other critical skills, values, and competencies.*

*Lyfta helps teachers nurture the global citizens of tomorrow.'*

To complement our personal development sessions during Tutor time Monday-Thursday at Key stage 3 students will receive **one weekly LYFTA session** (Sessions last 20-30mins) focused upon developing personal attributes such as resilience, motivation, and values education, whilst creating immersive opportunities to explore the wider world. During Autumn 1 student will follow suggested LYFTA topics: (As an introduction/familiarisation scheme) From Autumn 2 sessions will interlink with core theme during the week such as events and assemblies. Teachers may explore LYFTA further by implementing topics and stories into the curriculum.

## **Wider curriculum:**

### **CAS enrichment rationale**

Our students deserve the best, by thriving on enriched experiences, we want to maximise and enhance every student's potential. Padgate students will be self-confident and well-balanced individuals that make a positive contribution to society. There is no better time to introduce a comprehensive enrichment programme that will compliment our academic and personal development offer.

We believe that by providing an exciting and enriching provision for our students, it will encourage them to be inquiring, resilient, and embrace our core values of Trust, Teamwork and Tenacity. At the heart of the programme these opportunities will carefully be designed to encompass three core strands of **Creativity, Activity and Society**. The inspiration behind this has been taken from the world-renowned International Baccalaureate programme. The intention being that it will strengthen students personal and interpersonal skills whilst complimenting academic studies.

### **Intent:**

Creativity, Activity and Society (CAS) will be the focus of a sustained enrichment programme over the course of the academic year, students can opt in and try many experiences or clubs throughout the year.

- **Creativity** –Exploring all aspects of creativity, expression, imagination and innovation
- **Activity** –Involving physical exertion, healthy lifestyle, team sports, expeditions
- **Society** – Collaborating with the community, making a positive contribution to society.

The website shows the most recent timetable, parents are informed of this at the start of every year and can be found here: [CAS website area](#)

## 2023 CAS Enrichment

Creativity, Activity, Society

WEEK A & B (unless otherwise stated)	Monday	Tuesday	Wednesday	Thursday	Friday
Lunch 1.30-2.00	Litter Picking B4 KMI	Creative Writing Library EEV	Scrap Book club N6 NYO	Coding Club (A) N13 MLE	Football (B) Astro HPY
	EAL Social Club N9 ELL	Litter Picking B4 KMI	Chess G3 RPY	Gaming Club (B) N13 MLE	Girls Football (A) Astro LRE
	Year 10/11 Design C1 MDE	Wellbeing Club Library KJO	Careers Hub J Block JLE	Football (A) Astro HPY	Girls Rugby Club Sports Hall KHA
	Badminton Sports Hall LAH	Safe Space N11 PPR	Litter Picking B4 KMI	Litter Picking B4 KMI	Litter Picking B4 KMI
		EAL social drop in N9 ELL	Y10/11 Design C1 MDE	EAL Social drop in N9 ELL	EAL Social drop in N9 ELL
		Y10/11 Design Club C1 MDE	EAL Social drop in N9 ELL	Knit and natter N7 KBR	
		Homework Club N14 SMC		Geo documentary Club N14 TNO	Y10/11 C1 MDE
				Y10/11 Design Club C1 MDE	

## 2023 CAS Enrichment

Creativity, Activity, Society

WEEK A & B (unless otherwise stated)	Monday	Tuesday	Wednesday	Thursday	Friday
After school 3:05-4:00	Music Band (A) L1 AAI	Crossfit Gym LRE	Engineering/STEM D1 CWI/KRO/SWO	Drama Club (A) Studio CJO	Design Club C1 MDE
	TAG Rugby (B) Field SCO		Choir (B) L1 EWO	Fashion Design H3 AMI	
	Homework Club (B) N3 EFO	Sports Fixtures LAS/LRE	Cooking Club C1 KMO	Football Team Training Astro LAH	
			Table Tennis (B) Sports Hall ACR	Badminton External	
			Sports fixtures		