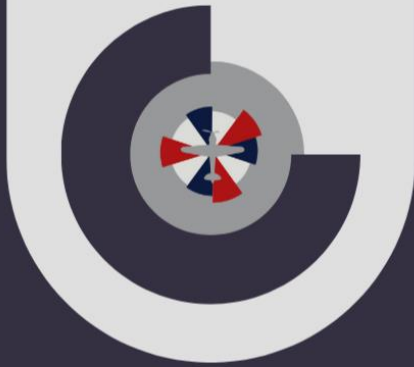


Padgate Academy

Personal Development



2025-2026



Contents

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Values

Our core values are underpinned in everything we do, guiding our actions and decisions to ensure a supportive and enriching environment for all.

At Padgate Academy, we believe in fostering an environment where everyone can thrive academically, personally, and socially. Our core values, encapsulated in the acronym PRIDE, serves as the foundation upon which our school community stands.

Positivity



- Communicate positively and respectfully.
- Be punctual, equipped, and always ready to learn.
- Actively participate in class discussions and activities.
- Demonstrate kindness and inclusivity towards others.
- Respect differences and celebrate diversity.

Resilience



- Persevere through difficult tasks.
- Seek help when needed.
- Learn from setbacks.
- Handle conflicts or disagreements with a positive outlook.
- Be adaptable and flexible when change happens.

Integrity



- Be truthful and uphold honesty.
- Act ethically in our actions
- Take responsibility for our actions and choices.
- Be a trustworthy member of the school community.
- Understand our responsibilities within the local community.

Determination



- Set and work towards ambitious goals.
- Always demonstrate a consistently high effort.
- Use challenges as opportunities for growth and improvement.
- Demonstrate commitment to extracurricular activities and personal interests.
- Demonstrate high levels of focus.

Endeavour



- Strive for excellence in all that we do.
- Demonstrate continuous commitment to learning and self-improvement.
- Aspire to achieve the very best for which we are capable.
- Take advantage of opportunities, even if they seem hard.
- Be dedicated in completing all that we set out to achieve.



Vision

At Padgate Academy, our ambitious Personal Development programme is integral to students thriving and developing in school and beyond. Through our programme, students gain the skills and knowledge to excel personally, contribute positively to the school community, engage actively in local or national initiatives, and understand their role in the global context. We prepare students for the future, providing direction, a moral compass, and the knowledge to be valuable members of society.

Our commitment is to develop self-confident, resilient individuals capable of making informed decisions in a changing world. We encourage students to contribute positively to society while embracing our core values of the acronym PRIDE.

- 
- P** positivity
 - R** resilience
 - I** integrity
 - D** determination
 - E** endeavour

Our curriculum prepares students for personal and academic success that go beyond the classroom. Our spiral age and stage developed curriculum encompasses statutory guidance, including Personal, Social, Health and Economic (PSHE) Relationships, Sex Education (RSE), Spiritual, Moral Social and Cultural development, Citizenship, British values, Religious education and Careers Information, Education and Guidance (CIEAG). Delivered through various methods; P.R.I.D.E lessons, enrichment activities, trips, assembly programme and bespoke Tutor time sessions.

Our focus is also on fostering our Academy values and developing the character virtues we believe are needed to flourish in life, emphasising holistic growth and the development of a strong moral compass.

By embedding personal development into every aspect of school life, we ensure that our students are well-equipped to navigate the complexities of the modern world and make the right choices by positively impacting on their communities, both locally and globally.



Intent

- Develop responsible, respectful, healthy, and active citizens.
- Promote spiritual, moral, social, and cultural development, ensuring equality of opportunity and valuing diversity.
- Cultivate students' character, confidence, and resilience to thrive personally, socially, and academically.
- Promote students' mental, emotional, and physical wellbeing by building resilience, supporting positive mental health, encouraging healthy lifestyles, and providing effective pastoral support.
- Educate students on how to stay safe, build healthy relationships, and make informed decisions, including through age-appropriate RSE.
- Equip students with the expertise to make informed choices in life, education, and future work.
- Deliver a carefully sequenced CIEAG programme that equips students with the skills, knowledge, and mindset to consider and pursue future careers.
- Broaden students' cultural capital through enriching experiences that extend learning beyond the classroom.
- Foster pupil voice and leadership, empowering students to contribute to decision-making and community life.
- Encourage engagement with the local community and global issues, fostering compassion, responsibility, and social justice.
- Prepare students for life in modern Britain by promoting British values through the school's ethos and curriculum.
-



Implementation



Personal Development

P.R.I.D.E sessions

Personal Responsibility in Developing Excellence.

Curriculum based lessons in RSE, PSHE, Citizenship, Religious Education, Careers, British Values, Mental wellbeing and living in the wider world.

C.A.S Enrichment

Creativity, Activity and Society

Our enrichment programs offers avenues for students to explore diverse interests, including The Duke of Edinburgh award. Many trips and events also take place throughout the academic year for all students.

Careers CIEAG

Provides students with insights into various professions, fostering informed decision-making and empowering them to align their passions with future opportunities.

Student Leadership

Student leadership opportunities cultivate essential skills like communication, collaboration, and decision-making, empowering young leaders to effect positive change within Padgate and beyond.

Curriculum

Subjects enhance valuable values and skills such as critical thinking, problem-solving, and digital literacy, preparing students for the complexities of the modern world.

Tutor time

Reading, Debate, LYFTA (exploring diverse cultures), The Day (news platform,) Assembly programme,

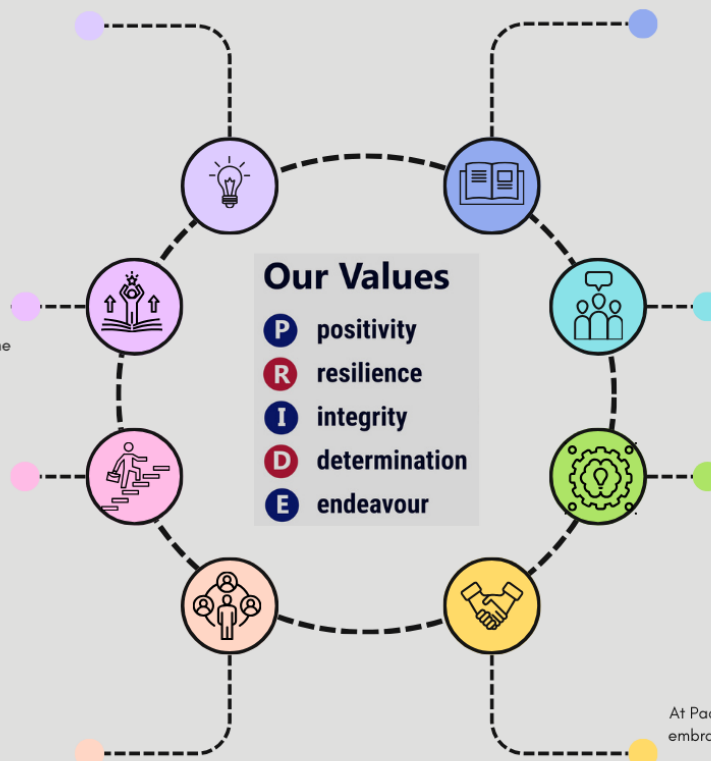
A scheduled timetable of activities that aims to foster a vibrant learning environment conducive to effective communication and personal growth

Character education

By fostering virtues such as moral and intellectual, our students are better equipped to contribute positively to society.

Spiritual, Moral, Social and Cultural

At Padgate, we prioritise SMSC development, embracing diversity and promoting equality to create an inclusive and supportive environment for all students





Character Education



At Padgate Academy we aim to make our students creative and confident builders of their future, enabling them to be the best version of themselves, whilst mirroring the values of the school.



Caught

Environment

Character can be cultivated within a supportive school community grounded in a defined ethos.

At Padgate Academy, we believe in fostering an environment where every student can thrive academically, personally, and socially. Our core values, encapsulated in the acronym PRIDE, serve as the foundation upon which our school community stands.

- Modelling the P.R.I.D.E values at all times.
- Referring to the student charter and ATL system, making explicit links to the language.
- Rewarding students for making good choices about their character.
- Recognition which highlights the importance of character traits and inspires students to emulate these virtues in their daily lives.



Taught

The Curriculum

Character can be instilled through curriculum areas focused on the explicit teaching of virtues and character.

- **PRIDE lessons** PSHE, RSE, Citizenship and RS content to delve into the concepts of character and virtue.
- **Subject areas** identifying opportunities to include virtue and character.
- **Careers curriculum**, fostering the development of the character traits and virtues essential for future life.
- **Tutor time**, offering a daily platform for discussing and reinforcing character and virtue principles.
- **Assemblies**, serving as gatherings to celebrate the importance of character and virtue in Academy life.



Sought

Enrichment

Character can be developed through deliberate experiences both within and outside the curriculum

- Student Leadership opportunities.
- C.A.S extra-curricular activities.
- School events and workshops.
- Trips and experiences in new environments.
- Tutor time timetable that fosters inquiry, news, and debate.
- External speakers to motivate pupils' character development.
- Careers and work experience.
- Opportunities to be active citizens within their school and the community.
- Performances and events.
- TCAT collaborations.
- Local and national competitions.
- Celebrating key dates fosters an inclusive school environment.

PADGATE ACADEMY



Civic Values	Intellectual Values	Moral Values	Performance Values
Service	Reflection	Courage	Resilience
Neighbourliness	Focus	Compassion	Perseverance
Citizenship	Endeavour	Gratitude	Determination
Community awareness	Critical thinking	Justice	Leadership
Volunteering	Reason and judgement	Honesty	Teamwork
Social justice	Curiosity	Humility	Confidence
	Resourcefulness	Modesty	Motivation
	Open-mindedness	Self-discipline	Ambition
	Wisdom	Tolerance	Problem-solving
	Creativity	Integrity	Communication
		Friendliness	Positivity
		Respect	
		Trust	

Value language

Virtues are the building blocks to fulfilling one's potential, playing a foundational role in human flourishing.

Using this language to promote and cultivate virtues, whilst integrating them into all aspects of education will support students to understand their meanings, practice them, and apply them in their lives.

Character Curriculum



Character Curriculum Ambition

The Padgate BUILD Awards, is a new spiral character curriculum programme designed to guide students through their own personal development journey and help them thrive becoming the best versions of themselves. Delivered through our PRIDE curriculum, is dedicated to nurturing character virtues, with age-appropriate and stage-related learning and reflection that ensures every student can engage with and understand the core principles of character development.

Why Character Matters:

Our belief in the power of character is supported by research from the Jubilee Centre for Character and Virtues, which highlights how fostering key traits like resilience, integrity, and empathy in young people is crucial for flourishing in society. The Jubilee Centre for Character and Virtues emphasises the importance of character education in schools, stating:

"Character is largely caught through role-modelling and emotional contagion ... Character should also be taught: direct teaching of character provides the rationale, language and tools to use in developing character elsewhere in and out of school." jubileecentre.ac.uk

Also drawing on the wisdom of Aristotle, who argued that virtues shape our character and contribute to our happiness, we aim to help our students become well-rounded, thoughtful, and capable individuals. Aristotle defines practical wisdom (or phronesis) as:

"Phronesis is the virtue of the mind that allows us to make good decisions in our actions. It is concerned with how we act in the world, rather than just knowing what is right."

Padgate Academy is proudly accredited with the ACE (Association for Character Education) Quality Mark, recognising our commitment to excellence in character development. Our Padgate BUILD Awards programme, will ensure our students are not only prepared to succeed, but to lead with virtues needed to flourish.

By participating in the BUILD Awards, students not only gain recognition and celebrate their achievements through an end-of-year ceremony, but also develop a deeper understanding of who they are, who they aspire to become, and how they can contribute meaningfully to the world around them. Through this journey, they are encouraged to cultivate virtues in balance—striving for the Golden Mean, where qualities such as confidence, kindness, and courage are expressed with wisdom and self-awareness.

THE BUILD CHARACTER AWARD



P.R.I.D.E



Curriculum timetabled lessons every Friday morning

Age and stage related topics



Transition & Friendships

- Building healthy friendships, understanding relationship values, and managing change.
- Address bullying, challenges in friendships, and reflection on social skills and character.

Relationships & RSE

- Intimate relationships, consent, coercive control, sexual harassment, and sexual health.
- Online influences, pornography, unhealthy relationships, and respect for protected characteristics.

Health & Wellbeing

- Mental, emotional, and physical wellbeing: resilience, stress, body image, puberty, and self-care.
- Healthy lifestyles, hygiene, substance awareness, personal safety, and risk management.

Emotional Wellbeing & Safeguarding

- Building resilience, managing emotions, and maintaining mental health.
- Personal safety, online risks, peer pressure, and awareness of harmful practices (e.g., FGM).

Living in the Wider World / Citizenship

- Rights, responsibilities, democracy, law, and global awareness.
- Community engagement, volunteering, finance (budgeting, saving, taxation), and career readiness.

Diversity, British Values & Community

- Equality, diversity, human rights, and inclusion.
- Religion, worldviews, discrimination, and ethical engagement.
- School-wide events reinforce values, character, and social responsibility.

Online Safety & Digital Responsibility

- Responsible technology use, online harms, digital footprints, and ethical behaviour.
- Social media awareness and managing online self-esteem.

Careers & Future Preparation

- Exploring careers aligned with skills and interests.
- Employability skills, CVs, interviews, further education, and decision-making for the future.

Character Education

- Padgate's BUILD curriculum incorporates character-building reflection lessons across topics to foster virtues.





Tutor time



Purpose

Tutor time is essential for providing students with a structured and positive start to the day, fostering a sense of community and belonging. It offers valuable support and guidance, helping students address any concerns and set goals, ensuring they are prepared and focused for the day's learning. Our structured timetable of events allows a rich delivery of personal development aspects.

Weekly timetable 2025-2026

YEAR	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Year 7	MMM	A - Lyfta B - The Day	Reading	Assembly	P.R.I.D.E
Year 8	MMM	A - Lyfta B - The Day	Reading	Assembly	P.R.I.D.E
Year 9	MMM	Reading	Assembly	A - Skills Builder B - The Day	P.R.I.D.E
Year 10	MMM	Assembly	Reading	A - Skills Builder B - The Day	P.R.I.D.E
Year 11	Assembly	MMM	Revision	Revision	P.R.I.D.E

Assembly = Scheduled weekly year group assembly

Lyfta - Immersive social, moral, spiritual and cultural platform, linked to character education

The Day = A news platform promoting debate, critical thinking, real-world knowledge

Skills Builder - Universal Framework makes it possible for everyone to teach, learn, and measure essential skills.

MMM = Monday morning message

Reading = Focused teacher led reading

P.R.I.D.E = Personal, Social, Health and Economic Education, (PSHE) Relationships and Sex Education (RSE), citizenship, character, Religious studies and Careers Education, Information, advice and Guidance (CEIAG)



CAS enrichment

At Padgate, we believe our students deserve the very best. Through a wealth of enriching experiences, we aim to maximize and enhance every student’s potential. Our students emerge as self-confident, well-balanced individuals ready to make a positive impact on society.

We believe that an exciting and enriching environment fosters a wide range of virtues, along with our PRIDE values. Our program focuses on three core strands: Creativity, Activity, and Society, inspired by the world-renowned International Baccalaureate framework. This inclusive approach strengthens students' interests, personal, and interpersonal skills while complementing their academic studies.

Here is an example of how virtues are taught and sought through enrichment.

We have woven the pillars of character—moral, performance, intellectual, and civic virtues—into activities like drama, music, cooking, and language clubs, providing students with diverse opportunities to grow and flourish. Through these strands, students develop moral virtues like respect and empathy, performance virtues such as perseverance and resilience, intellectual curiosity, and critical thinking, while also fostering civic virtues through collaboration and responsibility. This integrated approach ensures that students not only excel academically but also build strong character traits that prepare them for life beyond school.

Civic Virtues	Intellectual Virtues	Moral Virtues	Performance Virtues
Service Community Volunteering	Creativity Critical thinking	Courage Respect Honesty	Leadership Teamwork Problem Solving



CAS enrichment

Monday	Tuesday	Wednesday	Thursday	Friday
Lunch time Library LSP	Lunch time Library EEV	Lunch time Library LSP	Lunch time Library JSM	Lunch time Library
Y7 - Astro KMI	Y8 - Astro RJA	Y9 - Astro ACR	Y10 - Astro ELL	Y11 - Astro PAS
DP Social	DP Social	DP Social	DP Social	DP Social
Magic Musicians L1 - AAI	Safe space J6 - PPR	School Show Studio - HFA	Tabletop Treasures D2 - SWO	Gaming C4 - MDE
Design C1 - MDE	Film Club K7 - LWE	Number Guru's N15 - EWO	Crochet Club B3 - RED	Darts Gym
Y7 - 9 Basketball Sport Hall	Code Crusaders N13 - EAN	Code Crusaders N13 - EAN	Rowing Team KMI	
	Design C4 - MDE	Design C4 - MDE	Design C4 - MDE	
	History Club J3 - RKI	Chess Club G4 - RPY	Tabletop Treasures D2 - SWO	
	Debate Club SMC	Netball Sport Hall	Y10 - 11 Basketball Sport Hall	

Civic Virtues	Intellectual Virtues	Moral Virtues	Performance Virtues	Lunch 1.20-2.00
Service Community Volunteering	Creativity Critical thinking	Courage Respect Honesty	Leadership Teamwork Problem Solving	 Denotes Afterschool



CAS- after shcool

Monday	Tuesday	Wednesday	Thursday	Friday
Art H8 - DEV	Sparx Maths N13 - NRO	School Show Studio - HFA	Cadets KMI	Gaming C4 - MDE
Football open training	Loss Aventureros K7 - LWE	Masterchef's C2 - KMO	Badminton Sports Hall	Crochet Club C1 - ASI
Homework club H2	Cheerleading Studio - KMI	KS4 Computers N13 - KJO	Homework club H2	Homework club H2
	Netball open training	Homework club H2		
	Homework club H2			

Civic Virtues	Intellectual Virtues	Moral Virtues	Performance Virtues	Lunch 1.20-2.00
Service Community Volunteering	Creativity Critical thinking	Courage Respect Honesty	Leadership Teamwork Problem Solving	Denotes Afterschool

Rewards



P	R	I	D	E

Positivity <ul style="list-style-type: none"> Communicate positively and respectfully. Be punctual, equipped, and always ready to learn. Actively participate in class discussions and activities. Demonstrate kindness and inclusivity towards others. Respect differences and celebrate diversity. 	Name _____ Year/Form _____ Date _____ <div style="border: 1px solid black; padding: 5px; text-align: center;"> <p><i>Congratulations on achieving a full PRIDE points card. Please submit it to your Pastoral Leader to receive your enamel badge during the assembly presentation.</i></p> </div>
Resilience <ul style="list-style-type: none"> Persuade through difficult tasks. Seek help when needed. Learn from setbacks. Handle conflicts or disagreements with a positive outlook. Be adaptable and flexible when change happens. 	
Integrity <ul style="list-style-type: none"> Be truthful and uphold honesty. Act ethically in our actions. Take responsibility for our actions and choices. Be a trustworthy member of the school community. Understand our responsibilities within the local community. 	
Determination <ul style="list-style-type: none"> Set and work towards ambitious goals. Always demonstrate a consistently high effort. Use challenges as opportunities for growth and improvement. Demonstrate commitment to extracurricular activities and personal interests. Demonstrate high levels of focus. 	
Endeavour <ul style="list-style-type: none"> Strive for excellence in all that we do. Demonstrate continuous commitment to learning and self-improvement. Aspire to achieve the very best for which we are capable. Take advantage of opportunities, even if they seem hard. Be dedicated in completing all that we set out to achieve. 	

With PRIDE loyalty cards, students can earn bronze, silver, gold, and platinum badges during Proud to be Padgate reward assemblies. These recognise achievements and contributions linked to the Student Charter, fostering a culture of pride and excellence within the school community.



The Golden Ticket incentive encourages high standards and core values during the last fortnight of each term. Students earn Golden Tickets for demonstrating exceptional behavior and effort, entering them into an end-of-term prize draw. This initiative motivates students to maintain excellence until the final day of term, fostering a positive school environment.

PRIDE postcards provide instant rewards for students who exemplify our core values. Staff can recognise positive behavior by awarding these postcards, which can be redeemed for incentives like privileges or treats. This initiative fosters a culture of recognition and motivates students to uphold our values consistently.



Student Leadership



Student leadership is crucial for developing our students' character and preparing them for life beyond Padgate Academy. Investing in student leadership directly shapes the future leaders of our schools and communities. At Padgate, we believe all students should have the opportunity to actively participate in Academy life, contributing to both the wider improvement and the overall learning experience. Students can apply for these roles in the Summer and Autumn term.

Year 7 Development Leaders

Focus: Engagement, events, early leadership development, value awareness.

Year 8 Associate Leaders

Focus: Peer support, events, project involvement, understanding virtues.

Year 9 Assistant Leaders

Focus: Mentoring, events, whole school representation, building character.

Year 10 Deputy Leaders

Focus: Advising, events, whole-school involvement, leading values and virtues.

Year 11 – Senior Leaders

Focus: Legacy, decision making, events, whole school impact, embodying values and virtues.

British Values, SMSC and Cultural Life at Padgate



At Padgate we ensure pupils grow into responsible, respectful and confident individuals through the promotion of British Values, SMSC (Spiritual, Moral, Social, Cultural development) and a wide range of cultural and enrichment opportunities, some are outlined below:

Promoting British Values

- Democracy – Pupil voice through student leadership, class discussions and voting on whole-school decisions.
- Rule of Law – Clear expectations, restorative approaches, and visits from local police and services in assemblies.
- Individual Liberty – Encouraging independence, safe choices and celebration of personal achievements.
- Mutual Respect & Tolerance – Learning about and valuing differences through curriculum, assemblies and events.

SMSC in Action

- Spiritual – Reflection in assemblies and lessons; celebrating festivals of different faiths.
- Moral – Debating topical issues during lessons and during Tutor time; learning about fairness, justice and responsibility.
- Social – Leadership roles, charity fundraising and community projects.
- Cultural – Exposure to literature, art, music and traditions from different cultures and communities.

Enrichment & Cultural Opportunities

- Assemblies – Weekly assemblies highlight values, world events and celebrations, often with guest speakers to inspire and broaden horizons.
- Speakers & Visitors – From charities, faith groups, local services and inspirational individuals.
- Trips & Visits – Museums, galleries, theatres, cultural sites and residential to deepen real-world learning.
- Events & Theme Days – Black History Month, Anti-Bullying Week, World Book Day, Remembrance, Pride Month, STEM Week to name a few.
- Tutor Time EDI Focus – Weekly slides and discussions promoting Equality, Diversity & Inclusion, tackling current issues, using The Day in Tutor time, celebrating differences and encouraging respectful dialogue in all aspects.

Careers



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.

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.

YEAR 7 – DISCOVER

Understanding career pathways and options to inspire their future.

YEAR 8 – EXPLORE

Raising aspirations and awareness of potential future pathways, skills and qualities in relation to careers.

YEAR 9 – DEVELOP

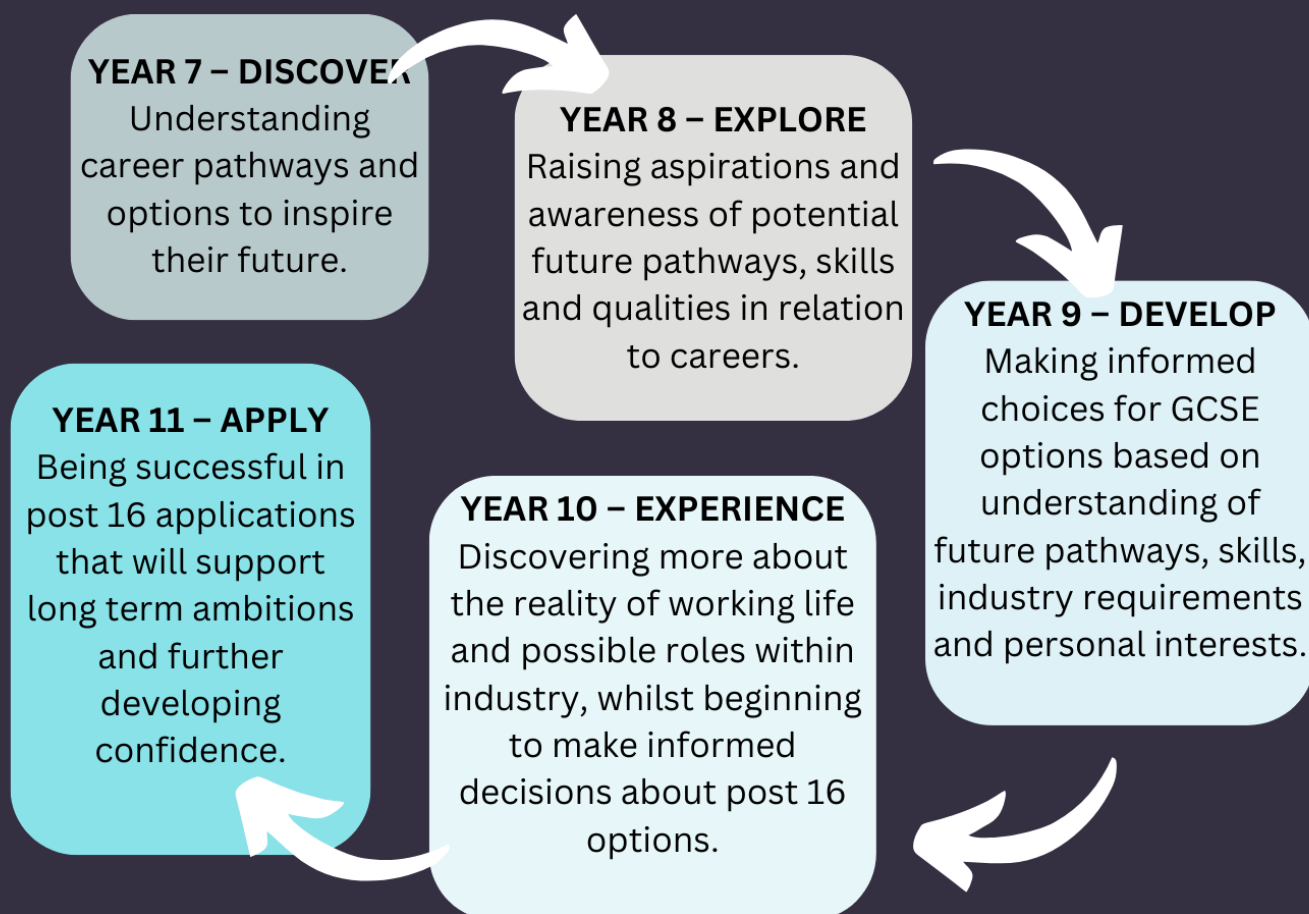
Making informed choices for GCSE options based on understanding of future pathways, skills, industry requirements and personal interests.

YEAR 11 – APPLY

Being successful in post 16 applications that will support long term ambitions and further developing confidence.

YEAR 10 – EXPERIENCE

Discovering more about the reality of working life and possible roles within industry, whilst beginning to make informed decisions about post 16 options.





Padgate Academy

PERSONAL DEVELOPMENT NEWS AUTUMN 2025



ACE School of
CHARACTER



**PADGATE
ACADEMY**

KEY MESSAGES THIS TERM

As we begin 2025, we celebrate how our students embraced our core values during the first academic term, showing commitment to our community through fundraising and events. This year, we remain dedicated to fostering both academic success and personal growth, helping every student thrive in and beyond the classroom. See the diagram opposite for how Padgate Academy supports every student's personal development.

PRIDE LESSONS THIS TERM

YEAR 7

Term 3: Students will learn about health, puberty, emotions, and personal hygiene, building confidence and understanding for this important stage of life.

Term 4: Students will explore the dangers of smoking, the value of active citizenship, and contributing positively to their community.

YEAR 8

Term 3: Students will focus on living in the wider world, exploring careers, and building essential life skills.

Term 4: Students will learn about online safety, managing their digital footprint, understanding sexual content, and misogyny online.

YEAR 9

Term 3: Students will explore intimate relationships, including safe and unsafe behaviors, contraception, STIs, and handling sexual pressure responsibly.

Term 4: Students will learn about online content, the risks of gambling, grooming and coercion, and addressing online hate.

YEAR 10

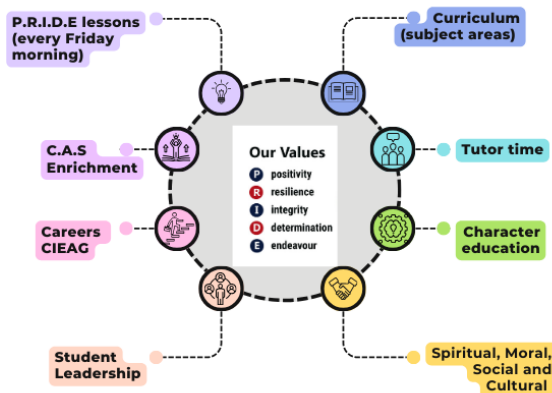
Term 3: Students will explore labor market information (LMI), career pathways, and develop skills for writing a strong CV.

Term 4: Students will explore developing healthy relationships, understanding consent, navigating relationships with parents, and addressing stereotypes.

YEAR 11

Term 3: Students will explore complex topics in relationships, including pregnancy and miscarriage, before beginning their studies in Religious Studies and worldviews.

Term 4: Students will learn about addiction, including gambling, drugs, and alcohol, as well as the risks of indecent material and financial lending, and how to manage these risks responsibly.



ASSEMBLY AND EVENT HIGHLIGHTS

January

Standards and expectations linked to values
Career aspirations
Nurse visit contraception Year 10 and 9 only
Holocaust memorial
World Religion day

February

Children's mental health week
Safer internet day
Ramadan

March

World book day
Ramadan
Careers week
Fairtrade fortnight
Golden Ticket and PRIDE assemblies

TUTOR TIME TIMETABLE

YEAR	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Year 7	MMM	A = The Day Debate B = Lyfta	Reading	Assembly	P.R.I.D.E
Year 8	MMM	A = The Day Debate B = Lyfta	Reading	Assembly	P.R.I.D.E
Year 9	MMM	A = The Day Debate B = Lyfta	Assembly	Reading	P.R.I.D.E
Year 10	MMM	Assembly	Reading	A = The Day Debate B = Careers	P.R.I.D.E
Year 11	Assembly	MMM	Revision	A = The Day Debate B = Revision	P.R.I.D.E

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<https://padgateacademy.co.uk/personal-development-1>



