

Padgate Academy

Personal Development



2024-2025

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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.

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- 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

- Equip students with the expertise to make informed choices in life and work beyond the Padgate Academy.
- Develop responsible, respectful, healthy, and active citizens.
- Promote spiritual, moral, social, and cultural growth while ensuring equality of opportunity.
- Cultivate students' character, providing them with the qualities needed to thrive in society.
- Build students' confidence and resilience to maintain good mental health and wellbeing.
- Educate on how to stay safe and make informed decisions.
- Prepare students for the next phase of their education.
- Our CIEAG programme equips students with the skills and mindset needed to consider future careers.
- Offer opportunities that prepare students for modern Britain, promoting British values through the school's ethos.
- Support students in understanding healthy relationships through age-appropriate sex education.
- Provide opportunities and experiences that enable students to succeed both inside and outside the classroom.
- Foster an inclusive environment that values and respects diversity, ensuring all students feel valued and included



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.



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.

Tutor time *Weekly 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

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

MMM = Monday morning message

Reading = Focused teacher led reading

P.R.I.D.E = RSHE, citizenship, character, Religious studies and careers lessons



P.R.I.D.E

Curriculum timetabled lessons every Friday morning



Relationships and staying safe

PSHE (Personal, Social, Health, and Economic education) and RSE (Relationships and Sex Education) are statutory components of the school curriculum. PSHE covers essential topics such as making healthy choices, knowing how to stay safe and how to practice good mental health and wellbeing. While RSE focuses on developing healthy relationships, puberty and understanding human sexuality, ensuring students receive a well-rounded education to navigate their personal and social lives.



Living in the wider world

A key component of PSHE education as outlined by the PSHE Association, equips students with the knowledge and skills to navigate society effectively. It covers areas such as financial literacy, citizenship, career education (CIEAG), digital literacy, and understanding social and cultural diversity. This aspect of PSHE aims to prepare students to contribute positively to their communities and understand their roles as global citizens, fostering a sense of responsibility and active participation in society.



Religious studies

Religious Studies, helps students understand diverse religious beliefs and worldviews, fostering respect and tolerance in a multicultural society. It covers the major world religions, ethical issues, and the impact of religion on individuals and communities. This aspect aims to promote spiritual development, critical thinking, and an appreciation for cultural diversity, preparing students to engage thoughtfully and respectfully with different perspectives in a pluralistic world.



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	Lunch time Library	Lunch time Library	Lunch time Library	Lunch time Library
3G sports pitch	3G sports pitch	3G sports pitch	3G sports pitch	3G sports pitch
Hub Social	Hub Social	Hub Social	Hub Social	Hub Social
Mindfulness G1	Safe space N11	Chess club G4	Art club H8	Spanish homework N6
EAL social K2	EAL social K2	Scrap book club N6	Retro gaming C4	Retro C4
KS3 Design C4	Homework club N13	UU STEM D1	Board games J3	Drama club
Drama	History club N16	Design project C4	Rowing training	Maths enrichment B3
Music and Band L1	Geography club N14	Eco club N13	Girls sports training	Retro gaming C4
Boys football	Spanish club N10	Cooking club C2	Duke of Edinburgh	
Homework club K1	KS4 Design C4	Girls fixtures	Homework club K1	
	Boys fixtures	Homework club K1		
	Homework club K1			
	Cadets (BCA)			

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 • 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;"> Congratulations on achieving a full PRIDE points card. Please submit it to your Pastoral Leader to receive your enamel badge during the assembly presentation. </div>
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.	

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 students should actively participate in Academy life, contributing to both the wider improvement and the overall learning experience

HEAD STUDENT

Head students are role models for the Academy, serving as liaisons between students and staff while embodying our P.R.I.D.E values and displaying exemplary leadership and responsibility.

DEPUTY HEAD STUDENT

Assists the head student in their duties, assumes leadership in their absence, supports effective representation and advocacy, and collaborates with the student leadership team.

HEAD OF VALUES

Promoting and upholding ethos, and values, ensuring they are embedded throughout the school culture and reflected in all aspects of education and student life.

FORM REPRESENTATIVES

Elected by their peers to represent their form group. They facilitate communication, and promote a positive and inclusive form environment.

AMBASSADORS

From wellbeing, reading and anti-bullying ambassadors. They embody the school's values and serve as a positive and enthusiastic advocate for their area of responsibility.

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.

