

All Saints' Catholic Voluntary Academy

Policy Document

Corinthians: *Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone.*

Policy: Personal Development Policy

Prepared for: All Saints' Catholic Voluntary Academy

Approval

Approved by	Approval date	Review Date
Chair of Governors	January 2020	January 2022
Chair of Governors	January 2022	January 2024
Governors	January 2024	January 2026
Governors	January 2026	January 2028

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1. Consultation:

This policy covers our school's approach to Personal Development and the specific curriculum, formerly referred to as Personal, Social, Health and Citizenship Education (PSCHE). The policy was produced by the Assistant Head Teacher for Personal Development; Helen Flint, and ratified by the Governing Body. Guidance provided by the DfE document: Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory guidance for governing bodies, proprietors, head teachers, principals, senior leadership teams and teachers.

2. Dissemination:

This policy is to be shared with staff, pupils, parents, carers, governors, and any outside agencies/external providers prior to their visit to the school.

3. Definition:

The Personal Development curriculum helps to give students the knowledge, skills and understanding they need to lead confident, healthy and independent lives. It aims to help them in developing personally and socially and it tackles many of the moral, social and cultural issues that affect young people today. It equips students with a sound understanding of risk and with the knowledge and skills necessary to make safe and informed decisions. We use Personal Development to build, where appropriate, on the statutory content already outlined in the

DfE Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory guidance and the subject specific school curriculum. RSHE is an important part of Personal Development education and is statutory in maintained secondary schools, *please refer to specific RSE policy.*

4. Aims:

Our Personal Development programme aims to support young people to embrace change, feel positive about who they are and enjoy healthy, safe, responsible and fulfilled lives. Our learning objectives, fulfilled through the engagement of students in active learning opportunities, enable students to recognise and manage risk, take increasing responsibility for themselves, their choices and behaviours and make positive contributions to their families, schools and communities. Our Personal Development programme promotes and reflects the All Saints' Way and our Catholic values and social teachings. Students learn to recognise, develop and communicate their qualities, skills and attitudes. Students accumulate knowledge, confidence and self-esteem to realise their true potential. As they explore similarities and differences between people and discuss social and moral dilemmas, they learn to deal with challenges and accommodate diversity in all its forms.

The topic areas covered include (taken from the updated guidance due to 1st teaching in September 2026 - [Relationships Education, Relationships and Sex Education and Health Education guidance](#)):

- Families
- Respectful relationships
- Online safety and awareness
- Being safe
- Intimate and sexual relationships, including sexual health

- Mental wellbeing
- Wellbeing online
- Physical health and fitness
- Healthy eating
- Drugs, alcohol, tobacco and vaping
- Health protection and prevention, and understanding the healthcare system
- Personal safety
- Basic first aid
- Developing bodies

In addition to delivering the statutory guidance for RSHE, students also receive lessons on:

- Careers, Information, Advice and Guidance (CEIAG)
- Current Affairs

5. Relation to School Aims:

Personal Development links directly with our mission statement “Through Catholic values and principles, everyone will achieve their full potential, spiritually, academically, socially, morally and physically.”

Personal Development is taught as a progressive programme to ensure all topic areas are covered throughout the key stages. With each delivery of each topic, the level of demand increases and learning is progressively deepened. The Personal Development curriculum consists of discrete timetabled lessons for Years 7-13. Students are taught by teachers that generally specialise in a specific topic, for which they receive training for or from external agencies and speakers such as Ten:Ten and Wellio. Students’ personal, social and emotional development is also underpinned by our Catholic school ethos and Catholic Social teachings, where all are valued and positive relationships are seen as paramount. A safe and secure school environment is created which is conducive to learning. All Saints’ Catholic Voluntary Academy is very much a part of the local community this helps provide the foundation for many of the Personal Development lessons.

We strive to create a Personal Development curriculum which ensures the present and future wellbeing of students and has relevance in meeting their learning needs in response to local and national statistics. We acknowledge that Relationships and Sex Education is the right and responsibility of the parent. All Saints’ Catholic Voluntary Academy provides relationships and sex education to support parents in fulfilling this responsibility. If parents are not happy with what the school provides in its basic curriculum, for example in Personal Development lessons, with regard to relationships and sex education they have a right to withdraw their child/children from those aspects of sex education not covered by the National Curriculum Science Order. Parents should state their wish to remove their child from such activities by emailing admin@allsaints.notts.sch.yuk

Please note in this school safeguarding young people is paramount. All staff have received training in relation to the Prevent Duty and understand their responsibility to prevent extremism and radicalisation. Students have also been advised via Personal Development PSCH Celebrations of the Word and assemblies about the issues surrounding this.

6. Teaching and Learning Style:

We know that active engagement in learning, rather than passively receiving information, is most effective in teaching Personal Development education. Students need opportunities to clarify their values and beliefs and rehearse and develop enquiry based, interpersonal skills. The Personal Development curriculum is based on the learning outcomes from the DfE Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory guidance. Resources are sourced from various providers, with the majority coming from Wellio, Unifrog and Ten:Ten.

7. Organisation:

The Personal Development curriculum is co-ordinated and planned by Lauren Sims (Leader Learner for PSCH) and overseen by Helen Flint (Assistant Head Teacher for Personal Development).

All students within the school receive a 1-hour lesson per week, taught by a teacher specialising in a specific topic area (where appropriate – this is not always logistically possible), to allow for them to build positive relationships and feel comfortable in the conversations they are having. This compliments the Personal Development programme that incorporates assemblies, Celebration of the Word and tutor time sessions. This is taught by a number of teachers and all resources are planned and produced by the Lead for the Personal Development curriculum (formerly PSCH co-ordinator). We utilise Ten:Ten to help teach RSE across key stages in addition to using external providers such as: Wellio for the majority of all other topic areas and Unifrog for Careers education. A copy of the year outline can be found on the school website: [Personal Development - All Saints' Catholic Voluntary Academy - Mansfield](#)

8. Relationships to other Curriculum Areas:

We are currently undergoing an audit of the new RSHE statutory guidance ([Relationships Education, Relationships and Sex Education and Health Education guidance](#)) with all Curriculum areas and therefore the information below may change.

Science – e.g. Drugs, vaccinations and RSE
Religious Education – RSE.
PE – Healthy lifestyles.
DT Food – Healthy Eating.
ICT – Online safety
Careers and the Work-Related Learning programme.

9. Assessment, Recording and Reporting:

As with any learning process assessment of students' personal, social and emotional development is important. It provides information which indicates students' progress and achievement and informs the development of the programme. Students do not pass or fail within Personal Development but have the opportunity to reflect on their own learning through retrieval and reflection activities completed in booklets at the start and end of each lesson, reflecting on the topic areas taught and how well the information has been understood.

The process of self-assessment has a positive impact on student's self-awareness and self-esteem. In some cases, it will be possible to observe and assess how students apply their knowledge, skills and understanding in simulated or real experiences. Wellio are introducing an assessment tool that we will embed into lessons starting in September 2026. Celebration of achievement contributes to building students' self-esteem, developing a sense of community and belonging, helps create a positive atmosphere in the academy and develops student's sense of pride. Students are rewarded using arbor achievement points in recognition of effort and progress in Personal development. Lessons are also part of the whole school QA process and are reviewed through staff, parent and student voice.

10. Monitoring and Evaluation:

Helen Flint (Assistant Head Teacher) is responsible for monitoring and reviewing this policy.

11. Staff Training:

Staff complete Safeguarding and Prevent training every September, receive updates through staff briefing and 2 department meetings per academic year are dedicated to Personal development CPD. Any new staff joining the school throughout the course of the year would receive Safeguarding training.

12. Resources Available:

All resources are produced and shared with teaching staff prior to all delivered sessions. Personal Development programme: [Personal Development - All Saints' Catholic Voluntary Academy - Mansfield](#)

Ten:Ten online parent portal: [Online Parent Portal – Enter \(tentenresources.co.uk\)](#)

PSHE Association: [Resources and Curriculum | pshe-association.org.uk](#)

Wellio Education: <https://www.wellioeducation.com/>

13. Relation to other policies:

Safeguarding policy
Anti-bullying policy
Anti-prejudice policy
Behaviour for Learning policy
RSHE policy
Equalities policy statement
Careers, work experience and provider access policy