



ST BEES SCHOOL

WHERE WEST MEETS EAST

Personal Development  
(PSHE)  
Policy  
2021 - 2022





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## 1. Aims

The aims of Personal Development (PD) Programme are as follows

- To develop students' understanding of such issues that will enable them to grow and develop as great young people ready to take a leading role in the world beyond school.
- To do all it can ensure students develop as responsible citizens who respect British values, the rule of law and a appreciation for and love of the world around them.
- To cover all aspects of Personal, Social, Health and Citizenship Education (PSHCE) and, more specifically, Relationships and Sex Education (RSE), and our own unique character attributes and commitment to creating global citizens.

## 2. Statutory requirements

PD is a non-statutory subject. However, there are aspects of it we are required to teach.

- We must teach relationships and sex education (RSE) under the [Children and Social Work Act 2017](#), in line with the terms set out in [statutory guidance](#)
- We must teach health education under the same statutory guidance

## 3. Content and delivery

### 3.1 What we teach

As stated above, we're required to cover the content for relationships and sex education, and health education, as set out in the statutory guidance (linked to above).

Refer to our relationships and sex education policy for details about what we teach, and how we decide on what to teach, in this subject. This policy can be found on the school website.

For other aspects of PD, including health education, we cover the following broad topics, with study in each year building on what has been done in previous years:

1. Relationships and Sex Education (RSE), including anti-bullying
2. Life skills, including financial management
3. Careers and universities support and preparation
4. Study skills
5. Healthy living, including mental health awareness, diet and exercise
6. Citizenship- local, national, global, exercising of political rights and responsibilities
7. Tolerance, opposition to extremism, discrimination and prejudice, including on race, gender, sexual orientation, conscience, colour and nationality
8. Cyber security
9. Developing character- ethics, character attributes, leadership and teamwork
10. Alcohol, tobacco and drugs
11. The law, legal issues



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## 12. Safeguarding

### 3.2 How we teach it

- Our PD education takes place as one 45-minute lesson per week for students in Years 7-9. We do though take opportunities to contribute to PD Education in daily mentoring sessions, assemblies, in the boarding house and through a number of other means.
- Content covered in PD lessons often links to other subjects. For example, healthy eating covered in Year 7 PD is also taught in science in Year 8, and online security is also taught in Computer Science.
- Our PSHE education provision is mapped and planned effectively so the content of lessons matches up with any national themed weeks or days. For example, National Anti-bullying week in November and child Mental Health week in February. These topics link into school assemblies at the start of the week and in tutor/mentoring time throughout the week.
- Currently the curriculum is delivered by one member of staff, Ms Rosie Cole. There is scope for material being delivered by outside agencies once restrictions ease following the Covid-19 pandemic.
- Teaching will take into account the age, ability, readiness, and cultural backgrounds of children [and those with English as a second language] to ensure that all can fully access PSHE education provision.
- We promote diversity, and inclusion will consider all pupils' needs by ensuring material covered is timed appropriately and does not clash with any important religious events. For example, RSE topics are planned outside of the period of Ramadan.
- We expect our pupils to consider others' needs by setting clear expectations in lessons about respect. Classroom guidelines are agreed in collaboration with students in each class.
- Teachers are careful to ensure that they do not set up polarising debates in PD lessons. It is essential that lessons are sensitive to a range of views. As such, the school ensures that pupils always have access to the learning they need to stay safe and healthy, and to protect and enforce their human rights. This includes clear, impartial information in relation to matters such as forced-marriage, female genital mutilation and abortion.
- We will allow pupils to raise anonymous questions by having an anonymous question box where pupils who are not comfortable raising questions in an open setting may ask questions to be responded to at a later date. If a safeguarding issue is raised by an anonymous question we will act in line with the school Child Protection and Safeguarding Policy.



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- Teachers can raise any concerns about their ability to teach certain areas of the curriculum due to their personal beliefs and attitudes with the Deputy Head.
- The programme will be taught through a range of teaching methods. Some examples include: discussion around a range of stimuli such as videos, news articles and pictures. These can be accessed regardless of ability or special educational needs and/or disability. Group work allowing students to collaborate and share their range of knowledge and experiences. Roleplay: taking a different perspective on a topic - not necessarily acting out the issue - but with the aim to open up discussion and awareness.
- Assessment in PSHE education will focus on learning, set against the lesson objectives and outcomes. It is important to recognise that assessment in PSHE education is not about 'passing or failing', or about behavioural outcomes. Teachers and pupils both need to know what has been learned, and how learning and understanding has progressed. The PSHE Association guidance on assessing PSHE education states that the model of assessment that is most meaningful is ipsative assessment. Ipsative assessment compares where a student is at the end of a lesson or series of lessons against where they were before the lesson(s). So, the benchmark against which progress is measured is the student's own starting point, not the performance of others or the requirements of an exam syllabus. An example used in lessons is a baseline assessment at the start of learning which can be revisited and added to as an endpoint assessment.
- Student questionnaires are used yearly to allow the school to gain insight into how students feel about their PSHE education.
- Parents are able to discuss progress and content of lessons through parents evenings and by contacting the school directly or through the form tutor.

## 4. Roles and responsibilities

### 4.1 The Board of Directors and LAC

The Board of Directors and the LAC will approve the PD policy and hold the headmaster to account for its implementation.

The Board of Directors has delegated the approval of this policy to the Local Advisory Council (LAC)

### 4.2 The headmaster

The headmaster is responsible for ensuring that PD is taught consistently across the school.

### 4.3 Staff

Staff are responsible for:



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- Delivering PD in a sensitive way
- Modelling positive attitudes to PD
- Monitoring progress
- Responding to the needs of individual pupils

While all teachers have a role in delivering PD, the current teacher of PD from Years 7 to 9 is:

Ms Rosie Cole

## 4.4 Students

Pupils are expected to engage fully in PD and, when discussing issues related to PD, treat others with respect and sensitivity.

## 5. Monitoring arrangements

The delivery of PD is monitored by the Deputy Head, Mr Andrew Keep through: Planning scrutiny, learning walks, formal observations as part of appraisal etc.

This policy will be reviewed by the Headmaster every 3 years. At every review, the policy will be approved by the LAC.

## 6. Links with other policies

This policy links to the following policies and procedures:

Anti-bullying

Behaviour

Child Protection and Safeguarding

Equal Opportunities

Mental Health

Online Safety and Cyber Security

Relationships and Sex Education (RSE)

SMSC Education

Statement on British Values

University and Careers