



We believe, you achieve

Personal Development Policy



Introduction

At Pine Green and Evergreen Academy, we believe that pupils must be provided with an education that prepares them for the opportunities, responsibilities and experiences of adult life. Effective Personal Development and Relationships (PDR), which encompasses PSHE, Relationships and Sex Education, and Health Education, is essential to enable pupils to make informed decisions about their lives. The policy is consistent with current national guidance “Relationships Education, Relationships and Sex Education (RSE) and Health Education” (DfE 2019)

Personal, social, health and economic education (PSHE) is an important and necessary part of all pupils’ education and is covered within this policy. Through a planned programme of learning, we aim to provide our pupils with the knowledge, understanding and skills they require in order to manage their lives both now and in the future.

Relationships Education

Relationships Education focuses on the lifelong learning about emotional, social and cultural development, which are aspects also covered within this policy. It is a lifelong process of acquiring information, developing skills and forming positive beliefs and attitudes about relationships, healthy lifestyles, diversity, personal identity and sexuality. At our academy, we recognise the importance of other strong and mutually supportive relationships. We do not promote any one form of relationship but ensure that there is no stigmatisation of pupils based on their home circumstances.

See Pine Green and Evergreen RSE policy for further guidance

Health Education

Health Education focuses on teaching the characteristics of good physical health and mental wellbeing. It should enable pupils to articulate how they are feeling, develop the language to talk about their bodies, health and emotions and judge whether what they are feeling and how they are behaving is appropriate and proportionate for the situations that they experience. Pupils will be taught how to maintain a positive two-way relationship between good physical health and good mental wellbeing.

Health Education focusses on equipping pupils with the knowledge that they need to make positive decisions about their own health and well-being.

Living in the Wider World

Pupils learn about the importance of money, personal attitudes towards spending and basic money management. Within the curriculum, pupils will be taught about different jobs and careers, encouraging them to think about what they would like to do as adults and the skills required. Lessons will enable pupils to develop an understanding of the importance of community and their own rights and responsibilities.

Aims

Within the context of the above we aim to develop Personal Development and Relationships Education in the context of a broad and balanced curriculum. Relationships and Sex Education (RSE) and Health Education will be fully integrated into the curriculum and not isolated, taken out of context, or overemphasised in any way.

We aim to work in partnership with parents, consulting with them regularly on the content and delivery of our PDR curriculum. We also recognise that a range of people from the wider community, such as health professionals, can help to enhance and enrich the delivery of our programme. However, we will ensure that anyone coming into school to help deliver the programme is aware of the school's policy and abides by it.

In a world where pupils receive information about PDR from a variety of sources, many of which are inaccurate or 'unhealthy', our school aims to counterbalance these messages by providing accurate information as part of a supportive curriculum.

We aim to promote PDR through:

- consulting with parents on all matters;
- training all our teachers to deliver content;
- listening to the views of the pupils in our school;
- looking positively at any local initiatives that support us in providing the best teaching programme that we can devise;
- developing our pupils' confidence in talking, listening, and thinking about feelings, relationships and emotional development;
- supporting our pupils through their physical, social and moral development by providing them with clear information and opportunities to relate to wider considerations

We will work towards achieving the following aims for PDR to enable our pupils to:

- develop interpersonal and communication skills, to enable them to discuss their mental wellbeing
- develop positive values and a moral framework that will guide their decisions and behaviour
- respect themselves and others, their views, backgrounds, cultures and experiences
- develop loving, caring relationships based on mutual respect
- develop understanding of the nature and value of marriage and stable relationships for family life and bringing up pupils as positive influences in community and society
- recognise and avoid exploitative relationships or those that make them feel unhappy or unsafe
- care for and respect their bodies
- be able to name the parts of the body and understand the process of human reproduction
- be prepared for puberty and the emotional and physical effects of body changes
- understand how to behave online and stay safe
- protect themselves and access additional advice and support
- understand the importance of a healthy lifestyle and what determines their physical health

Curriculum Implementation

At PineGreen and Evergreen Academy Personal Development and Relationships (which includes PSHE, Relationships and Sex Education and Health Education) is taught weekly through a planned programme of work within the statutory guidelines for PSHE.

Our PDR curriculum is an integral part of our whole school PSHE provision and extended curriculum. It is also supported by statutory requirements as set out in the National Curriculum for Science.

Teaching Strategies and Resources

We will ensure a safe learning environment by following our school policies. A range of teaching and learning methods which involve pupils' full participation are used and PDR takes place within normal classroom provision of mixed-sex classes.

We will help pupils to develop the confidence to talk, listen and think about PDR through the use of the following strategies:

- establishing 'ground rules' (see below);
- role play and drama;
- class discussion;
- group discussion;
- circle time;
- reflection time;
- small group work;
- question boxes;
- carousel activities;
- case studies/scenarios.

All teachers are committed to delivering the PDR curriculum. Well trained and competent teachers can adapt the curriculum, select and adapt teaching materials that can be used to enhance learning and design their own activities and resources.

Staff should consider:

- Is the resource consistent with the values set out in the school's PDR policy?
- Does the resource portray positive images of a range of pupils and young people?
- Does the resource show positive role models for girls and boys/women and men – and avoid stereotypes relating to gender and sexual orientation? •
- Is the resource inclusive based on home and family circumstance, gender, sexuality, race, faith, culture and disability?
- Is it appropriate for the age, ability and maturity of the pupils and young people?
- Does use of the resource fit into a planned and developmental curriculum?
- Have resources been evaluated by pupils and young people and feedback acted upon?
- Have parents and carers been consulted about resources?
- Is it factually correct and up to date?

- Is the resource contemporary in terms of the realities of pupils and young people's lives?
- Does it encourage active and participatory learning?
- Is there a range of types of resource being used across the curriculum including a variety of formats such as video, audio, visual, games, and models?
- Are teachers confident about using the resource?
- Will the resource be used in its entirety or will it be more appropriate to adapt it and select from it?

Delivery of Personal Development and Relationships

Staff are careful to ensure that their personal beliefs and attitudes do not influence the teaching of PDR. To this end ground rules have been agreed to provide a common framework within which to teach and to deal with issues.

- Pupils will be given preparation so that they will know how to minimise any embarrassment they feel.
- No one (staff or pupil) should be expected to ask or answer a personal question.
- one will be forced to take part in a discussion.
- only the correct names for body parts will be used
- Meanings of age-appropriate words will be explained in a sensible and factual way.
- Sometimes an individual pupil will ask an explicit or difficult question in the school setting. Questions do not have to be answered directly and can be addressed later. Staff must use their skill and discretion in these situations and refer to the Personal Development and Relationships Lead.
- If a question or comment raises Child Protection concern the Head teacher should be informed so that Child Protection procedures can be followed.

Teaching Sensitive and Controversial Issues

We acknowledge that sensitive and controversial issues will arise as pupils will naturally share information and ask questions, and learn from real-life experience. Teachers will be prepared to handle personal issues arising from the work, to deal sensitively with, and to follow up appropriately, disclosures made in a group or individual setting. Issues that we address that are likely to be sensitive and controversial because they have a political, social or personal impact or deal with values and beliefs include: family lifestyles and values, physical and medical issues,

financial issues, bullying and bereavement. Teachers will take all reasonable, practical steps to ensure that, where political or controversial issues are brought to pupils' attention, they are offered a balanced presentation of opposing views. Teachers will adopt strategies that seek to avoid bias on their part and will teach pupils how to recognise bias and evaluate evidence. Teachers will seek to establish a classroom climate in which all pupils are free from any fear of expressing reasonable points of view that contradict those held either by their class teachers or their peers.

When spontaneous discussion arises, it will be guided in a way which reflects the stated school aims and curriculum content for PDR. As a first principle we will answer questions relating to the taught planned curriculum for that age group to the whole class. We will answer questions relating to areas beyond the taught planned curriculum for that age group, in a sensitive and age appropriate way only to the pupil or pupils who have asked the question. If a member of staff is uncertain about the answer to a question, or indeed whether they wish to answer it they will seek guidance from the PDR Lead.

When answering questions, we shall ensure that sharing personal information by adults, pupils or their families is discouraged. Where a question or comment from a pupil in the classroom indicates the possibility of abuse, teachers will pass this information to the designated safeguarding lead for pupil protection in line with school policy.

We will address gender issues to reduce gender stereotyping and broaden views of gender roles and expectations, e.g. it is acceptable for boys to show emotion and cry, and girls to have high job aspirations. We will encourage and support communication between genders and improve understanding by girls and boys playing and working together.

Answering Difficult Questions and Sensitive Issues

We are aware that views around PSHE and RSE related issues are varied. However, while personal views are respected, all PSHE and RSE issues are taught without bias. Topics are presented using a variety of views and beliefs so that pupils are able to form their own, informed opinions but also respect that others have the right to a different opinion. Both formal and informal PSHE and RSE arising from pupils' questions are answered according to the age and maturity of the pupil(s) concerned.

Questions do not have to be answered directly and can be addressed individually later. The school believes that individual teachers must use their skill and discretion in this area and refer to the designated safeguarding lead. Our school believes that PSHE

and RSE should meet the needs of all pupils, answer appropriate questions and offer support.

See RSE Policy for further information.

Evaluation and Monitoring

This will in the first instance be undertaken by the lead teacher with responsibility for coordinating PDR, (part of the PSHE Lead role), who will monitor the impact of the policy on pupils' learning, and report to SLT, who will assist the headteacher to report to the Academy Council.

All monitoring will follow school policy. The delivery of PDR is monitored by the PDR lead through: planning scrutinies, learning walks, lesson observations and monitoring of work. Pupils' development in PDR is monitored by class teachers as part of our internal assessment systems.

Elements of Health and Sex education in the Science curriculum will be evaluated and monitored as part of senior leaders' rolling programme.

Roles and Responsibilities

Those involved with the development of this policy include the Personal Development and Relationships Lead, Local Authority advisor, and the Head teacher.

Personal Development and Relationships Lead

The PDR lead is responsible for the following:

- In the light of statutory curriculum changes and nationally determined priorities, to monitor school practice that will lead to the writing of a policy and scheme of work.
- To ensure the school meets its statutory requirements in relations to the relationships, sex and health curriculum.
- To keep up to date with developments in the subject by attending INSET, Workshops, Support Groups, accessing books and other literature, and sharing this information with the Head Teacher and colleagues.
- To ensure the relationships, sex and health curriculum is inclusive and accessible for all pupils.

- To share expertise and subject knowledge by leading INSET, Workshops, and Staff Meetings.
- To order, monitor and develop resources, keeping them well organised, labelled and accessible.
- To advise colleagues on appropriate planning, teaching methods, activities and resources.
- To lead by example by showing good practice through joint planning, team teaching, working alongside colleagues, and modelling good practice.
- To monitor and evaluate the effectiveness of subjects and inform the Deputy Head Teacher.

The Deputy Head teacher

It is the responsibility of the Deputy Head teacher to ensure that both staff and parents are informed about our PDR policy, and that the policy is implemented effectively. It is also the Deputy Head teacher's responsibility to ensure that members of staff are given sufficient training, so that they can teach effectively and handle any difficult issues with sensitivity.

The Deputy Head teacher liaises with external agencies and parents regarding the school PDR curriculum, and ensures that all adults who work with pupils on these issues are aware of the school policy, and that they work within this framework.

The Executive Principal

The Executive Principal monitors this policy on a regular basis and reports to the Academy Council, when requested, on the effectiveness of the policy.

When parents wish to withdraw their pupils from Sex Education lessons, it is the responsibility of the headteacher to review and discuss requests, and organise alternative education for pupils, where necessary, that is appropriate and purposeful.

Academy Council

It is the responsibility of the governors to ensure, through consultation, that the PDR Policy reflects the wishes of the parents and the culture of the community they serve. It is the responsibility of the Academy Council to ensure that the policy provides clear information for parents on the subject content and their rights to request that their pupils are withdrawn. The Academy Council will hold the headteacher to account for the implementation of this policy.

Staff

Staff are responsible for:

- Delivering PDR in a sensitive way
- Modelling positive attitudes
- Monitoring progress
- Responding to the needs of individual pupils
- Responding appropriately to pupils whose parents wish them to be withdrawn from the nonstatutory/non-science components of Sex Education

Staff do not have the right to opt out of teaching PDR. Staff who have concerns about teaching PDR are encouraged to discuss this with the Deputy headteacher.

Parents

The school is well aware that the primary role in pupils' Personal Development and Relationships education lies with parents and carers.

We wish to build a positive and supporting relationship with the parents of pupils at our school through mutual understanding, trust and co-operation.

In promoting this objective, we:

- Converse with parents about the school's PDR policy and practice through, for example, meetings, newsletters, school prospectus, etc;
- Answer any questions that parents may have about PSHE, the health, relationships, and sex education of their pupil;
- Take seriously any issue that parents raise with teachers or governors about this policy or the arrangements for PDR curriculum in the school;
- Inform parents about the best practice known with regard to PSHE, health, relationships and sex education, so that the teaching in school supports the key messages that parents and carers give to pupils at home. We believe that, through this mutual exchange of knowledge and information, pupils will benefit from being given consistent messages.

Parents are key partners in supporting the school to:

- Maintaining the culture and ethos of the family
- Teaching their pupils about Personal Development and Relationships
- Helping their pupils cope with the emotional and physical aspects of growing up
- Preparing them for the challenges and responsibilities that sexual maturity brings

From 1st September 2020 parents will no longer have the right to withdraw their pupils from Relationships & Health Education in primary schools. This includes topics that cover same sex marriage, puberty and LGBT for example. These topics are covered under the Equalities Act 2010.

All topics will be covered sensitively with an awareness of the age and developmental maturity of the pupils and the faith, ethnicity and culture of our community.

Parents have the right to withdraw their pupils from the non-statutory/non-science components of sex education within PDR.

If a parent wishes their pupil to be withdrawn from sex education lessons, they should discuss this with the Deputy Head teacher, and make it clear which aspects of the programme they do not wish their pupil to participate in. The school always complies with the wishes of parents in this regard. Requests for withdrawal should be put in writing using the form found in Appendix 3 of this policy and addressed to the Headteacher.

Alternative work will be given to pupils who are withdrawn from Sex Education.

The DfE concludes that Sex Education refers to Human Reproduction, and therefore parents have the right to request their child be withdrawn from the lesson that explicitly teach this:

Primary curriculum

Year 5:

- Having a baby
- Conception

Year 6:

- Conception to birth

The school will inform parents of this right by letter before this module is taught.

Working with outside agencies

We encourage other valued members of the community to work alongside and with us to provide advice and support to the pupils with regard to PDR. In particular, members of the Local Health Authority, such as the school nurse and other health professionals, give us valuable support with our PDR curriculum. All contributors to the PDR curriculum are made aware of this Policy.

Professionals, such as school nurses and youth workers, are bound by their professional codes of conduct when offering advice and guidance to individual pupils. This often involves offering a greater level of confidentiality to pupils than school staff are able to give. However, in a classroom and other teaching situations when they are contributing to our planned PDR curriculum, they will follow the school's safeguarding policy. Health professionals will ensure that pupils are aware of the boundaries of confidentiality when beginning to work with them.

Safeguarding

All staff will be trained in safeguarding. Teachers are aware that effective PDR which brings an understanding of what is and what is not appropriate in a relationship can lead to a disclosure of a pupil protection issue. In this situation staff should follow internal safeguarding policies including informing the safeguarding lead. Prior to teaching, teachers will consult with the designated Safeguarding Lead to ensure that issues can be addressed prior to the teaching of the subject and appropriate differentiation can be made.

Occasionally, appropriate and suitably experienced and/or knowledgeable visitors (such as school nursing team) from outside school may be invited to contribute to the delivery of RSE in school. All visitors will be familiar with and understand the school's PDR policy and work within it as they will be sent a copy as part of the teaching agreement. As part of school entry to site approach all visitors will be given a copy of safeguarding visitor policy and signed into school with appropriate identification.

As per Safeguarding and Pupil Protection policy, visitors are supervised/supported by a member of staff. The input of visitors is monitored and evaluated by staff and pupils. This evaluation informs future planning.

Equal Opportunities All teaching and non-teaching staff at our school are responsible for ensuring that all pupils irrespective of gender, ability, ethnicity and social

circumstances, have access to the whole curriculum and opportunities to make the greatest progress possible in all areas of the curriculum whilst in our school.

We also recognise the importance of respecting the diverse family circumstances that exist within our school community and seek out resources to reflect these, for example, single parent families, same sex parents/carers, etc.

Pastoral support for pupils

All members of staff are approachable to discuss relationships, health and sex issues with the pupils. However, if a pupil makes a reference to being involved or likely to be involved in sexual activity or indicates they may have been the victim of abuse then the member of staff will take the matter seriously and deal with it as a matter of pupil protection by following the school's safeguarding procedures.

Legislation (statutory regulations and guidance)

We are required to teach Relationships Education and Health Education as part of current curriculum advisory guidance from September 1st, 2020 until August 31st, 2021.

See current legislation compliance below:

Education Act

- Learning and Skills Act
- Education and Inspections Act
- Equality Act
- Keeping Pupils Safe in Education – Statutory Safeguarding Guidance
- Pupils and Social Work Act
- DfE Relationships Education, Relationships & Sex Education (RSE) and Health Education Statutory Guidance (published July 2019)
- DfE Science Programmes of study: Key stages 1 and 2

Policy Development and Dissemination

The PDR Policy has clear links with other school policies aimed at promoting pupils' spiritual, moral, social and cultural development, including the:

- Equality, Diversity and Cohesion Policy
- Health & Safety Policy
- Drug Policy
- Positive Behaviour Policy
- Safeguarding and Pupil Protection Policy
- SMSC Policy
- RE Policy
- Digital Safeguarding Policy
- Accessibility Plan
- Anti-Bullying Policy
- Teaching for Learning Policy

This policy document, having been presented to and agreed by the whole staff and the Academy Council, is distributed to all individual members of the teaching staff and Academy Council. Electronic copies are available from Mrs D Poole. Such distribution ensures the accessibility of the document to visitors, for example supply teachers, support staff and parents. Extra copies are available from the PDR lead.

Review

This policy has been agreed by Staff and the Academy Council of Pine Green Academy and Evergreen Academy and will be reviewed in the academic year 2020/21 to ensure compliance with new statutory guidance. Following this review, it will be reviewed biannually to ensure it continues to meet the needs of pupils, staff, parents and the wider community and that it is in line with current DFE advice and guidance.

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