



**Evolve
Academy**

Approved By		
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Personal Development Policy

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PD Policy Draft

One of the distinguishing features of Evolve Academy is the importance we place on the personal development of our pupils. We firmly believe that academic success must be complemented by the development of a wide range of soft skills. We do not believe that these characteristics are simply absorbed throughout the pupil's time in school. As a result, there is a comprehensive programme in place to help pupils develop and ensure that they leave as well-rounded individuals ready to contribute to society. We firmly believe that over the course of their time at Evolve Academy, the personal development programme and school ethos will give our pupils the edge when they take their next steps, whatever they may be.

Throughout their time at Evolve Academy, pupils are encouraged to assume responsibility for their own learning and actions, working productively with others. There are many opportunities for them to do so in all subjects across the curriculum. We believe that it is the right of every individual to be happy at school within an environment that promotes learning.

The key themes and criteria for each aspect of the personal development program are listed below:

- Healthy Living
- Equality and diversity – British Values
- Spiritual, Moral, Social and Cultural Development
- Careers guidance
- Citizenship
- Cultural Capital

The intent for Personal Development is that where the requirements are non-statutory, the personal development programme will aim to give all students access to cover all these areas at Key Stage 2&3. Where statutory guidance exists, these aspects will be covered according to the guidance. This is to allow our pupils a good grounding in Key Stage 1, 2 & 3 and also to take advantage of curriculum time to maximise outcomes at Key Stage 4.

Curriculum

Personal development is an intrinsic part of the curriculum and is planned and delivered through the core curriculum, PHSE lessons, tutor time, assemblies, and the enrichment programme. Across the academy, students are encouraged to take part in activities that build on our core values such as resilience, managing emotions, communication skills, and relationships. These activities are timetabled and run on a weekly basis.

Healthy Living

Evolve Academy's Personal Development Policy on Healthy Living is designed to promote the physical, mental, and emotional well-being of all students. The policy aims to equip students with the knowledge, skills, and attitudes necessary to lead healthy lives. By fostering a culture of health and wellness, Evolve Academy seeks to empower students to make informed choices, develop lifelong healthy habits, and thrive both academically and personally.

Aims and Objectives

The primary aim of the Healthy Living policy is to cultivate a holistic approach to health among students. Specific objectives include:

1. **Increasing Awareness:** Educating students about the importance of a balanced diet, regular physical activity, and mental well-being -We have an outdoor gym programme across both sites.
2. **Skill Development:** Providing practical skills for maintaining health, such as cooking nutritious meals, effective time management for balanced lifestyles, and techniques for stress management.
3. **Positive Attitudes:** Encouraging positive attitudes towards health and wellness, including self-care and respect for one's body.
4. **Healthy Environment:** Creating a supportive school environment that promotes healthy choices and reduces health risks.

Primary School

In the primary school curriculum, the Healthy Living curriculum focuses on foundational concepts of health. Topics include:

- **Nutrition and Diet:** Understanding the food pyramid, recognising healthy foods, and the importance of breakfast.
- **Physical Activity:** Daily exercise routines, basic fitness activities, and the fun of active play.
- **Personal Hygiene:** Importance of regular handwashing, dental care, and basic personal hygiene practices.
- **Emotional Well-being:** Identifying and expressing emotions through our "zones of regulations", developing empathy, and understanding the basics of mindfulness.

Secondary School

The secondary school curriculum builds on these foundations and introduces more advanced concepts. Topics include:

- **Advanced Nutrition:** Detailed study of macro and micronutrients, meal planning, and the impact of diet on health and performance via curriculum in science, P.E. and RSHE.
- **Fitness and Exercise:** Designing personal fitness plans, understanding the benefits of different types of exercise, and the role of physical activity in stress reduction.
- **Mental Health:** In-depth discussions on stress management, coping mechanisms, the importance of mental health, and how to seek help.
- **Lifestyle Choices:** Exploring the consequences of choices related to smoking, alcohol, and drug use, and the benefits of maintaining a balanced lifestyle.
- **Healthy Relationships:** Building and maintaining healthy relationships, understanding consent, and promoting respect and inclusivity.

*The above topics are covered extensively in our RSHE curriculum.

Evolve Academy's Personal Development Policy on Healthy Living thus integrates these topics into a comprehensive programme, ensuring students are well-prepared to lead healthy, balanced lives.

Equality and Diversity – British Values

Evolve Academy's Personal Development Policy on Equality and Diversity is designed to foster an inclusive environment where every student feels valued and respected. The policy aims to equip students with a deep understanding of equality and diversity, promoting British values and preparing them for life in a diverse society.

Aims and Objectives:

The primary aim of the Equality and Diversity policy is to instil a comprehensive understanding of these concepts among students. Specific objectives include:

1. **Raising Awareness:** Educating students about the importance of equality and diversity in various environments such as society, the community, and the workplace.
2. **Combating Stereotyping:** Highlighting how stereotyping and labelling affect individuals and contribute to prejudice and discrimination.
3. **Understanding Effects:** Outlining the effects of prejudice and discrimination on individuals and communities.
4. **Rights and Responsibilities:** Allowing learners to examine their rights and responsibilities within a diverse society.
5. **Individual Responsibility:** Stressing the importance of taking individual responsibility and action to help and support others.
6. **Foundation for Further Study:** Providing a basis for further study and/or career development in fields related to equality and diversity.

Primary School

In the primary school curriculum, the policy focuses on introducing basic concepts of equality and diversity in an age-appropriate manner. Topics include:

- **Understanding Diversity:** Learning about different cultures, traditions, and perspectives.
- **Combating Stereotypes:** Recognising and challenging common stereotypes.
- **Rights and Fairness:** Understanding the importance of fairness and equality in daily interactions.
- **Respect and Empathy:** Developing respect and empathy towards others, promoting inclusivity and understanding.
- **British Values:** Promoting British values such as democracy, the rule of law, individual liberty, and mutual respect and tolerance for those with different beliefs and faiths.

Secondary School

In the secondary school curriculum, students delve deeper into these concepts and prepare for the NCFE Level 2 qualification in Equality and Diversity. Topics include:

- **Advanced Equality and Diversity:** Exploring these concepts in greater depth within society, the community, and the workplace.
- **Impact of Stereotyping and Labelling:** Understanding how these behaviours affect individuals and society.
- **Prejudice and Discrimination:** Examining the consequences and ways to combat them.
- **Rights and Responsibilities:** Detailed examination of individual rights and societal responsibilities.
- **Active Support:** Encouraging students to take responsibility and action in supporting equality and diversity.
- **Career and Further Study:** Providing a foundation for further education and career paths related to equality and diversity.

The objectives of these qualifications are to help learners:

- **Awareness:** Raise their awareness of the issues surrounding equality and diversity.

- Application: Apply this awareness through their actions in society, the community, and the workplace.

Evolve Academy's Personal Development Policy on Equality and Diversity thus prepares students to be informed, responsible, and proactive members of society, equipped with the knowledge and skills to promote inclusivity and respect in all areas of life.

Spiritual, Moral, Social and Cultural Development

Aims and Objectives

The primary aim of the SMSC policy is to nurture the holistic development of students. The specific objectives include:

1. **Spiritual Growth:** Encouraging students to explore their beliefs, experience awe and wonder, and develop their sense of identity and purpose.
2. **Moral Understanding:** Instilling a strong moral compass, understanding right from wrong, and respecting the law.
3. **Social Skills:** Developing social skills that enable students to interact harmoniously and contribute positively to society.
4. **Cultural Awareness:** Fostering an appreciation of cultural diversity and understanding different cultural influences and perspectives.

Primary School

In the primary school curriculum, SMSC development is integrated into daily activities and specific lessons, with a focus on building a foundation for future growth. Topics include:

- **Spiritual Development:** Exploring feelings and experiences, understanding different religions and beliefs, and reflecting on personal experiences.
- **Moral Development:** Learning about fairness, justice, and the consequences of actions; exploring themes of honesty, kindness, and responsibility.
- **Social Development:** Developing teamwork and communication skills, participating in group activities, and understanding roles within a community.
- **Cultural Development:** Celebrating cultural events and traditions, understanding the importance of diversity, and learning about different cultural heritages.

Secondary School-

In the secondary school curriculum, the SMSC policy builds on primary foundations and prepares students for adult life with a more in-depth exploration of these areas. Topics include:

- **Spiritual Development:** Deepening understanding of personal beliefs and values, engaging in reflective practices, and exploring philosophical questions.
- **Moral Development:** Discussing complex ethical issues, understanding the implications of laws and regulations, and fostering a sense of moral duty and integrity.
- **Social Development:** Enhancing leadership and collaborative skills, understanding social structures and their impact, and participating in community service projects.
- **Cultural Development:** Analysing the influence of culture on identity, exploring global cultures, and encouraging active participation in cultural exchanges and events.

Evolve Academy's Personal Development Policy on Spiritual, Moral, Social, and Cultural Development ensures that students grow into well-rounded individuals. By covering these essential aspects of

development, the policy prepares students to navigate the complexities of modern life with confidence, empathy, and respect for diversity.

Citizenship/Tutor time

Evolve Academy's Personal Development Policy on Citizenship, conducted during daily 15-minute tutor time, is designed to foster holistic growth in students, enhancing their understanding of civic responsibilities and personal growth. The primary aim is to nurture well-rounded individuals who are not only academically competent but also socially responsible and ethically sound. This policy is structured to cater to both primary and secondary school students, with content tailored to their developmental stages.

Primary

In primary school, the policy focuses on instilling foundational values and knowledge. The objectives are to help young students understand basic concepts of citizenship, including respect, empathy, and community involvement. Key topics include understanding rules and laws, recognising the importance of kindness and cooperation, learning about different cultures and traditions, and participating in community service projects. These sessions are interactive, utilising storytelling, role-playing, and group discussions to engage students effectively.

Secondary

For secondary school students, the policy aims to deepen their understanding of citizenship and its practical implications. The objectives expand to include critical thinking about social issues, developing leadership skills, and fostering a sense of global citizenship. Topics covered include human rights, democratic processes, environmental stewardship, and digital citizenship. Discussions around current events, debates, and project-based learning are integral to these sessions, encouraging students to analyse, reflect, and propose solutions to societal challenges.

Across both educational stages, the policy emphasises the development of soft skills such as communication, teamwork, and problem-solving. The daily 15-minute tutor time is designed to be a safe space for students to express their thoughts, ask questions, and build confidence in their abilities to contribute positively to society.

Evolve Academy's Personal Development Policy on Citizenship during tutor time aims to prepare students to be responsible, informed, and active members of their communities. By addressing age-appropriate topics and fostering essential life skills, the policy supports the holistic development of students from primary through secondary school.

Rights Respecting Schools

Evolve Academy proudly participates in UNICEF's Rights Respecting Schools Programme, which is a cornerstone of our Personal Development Policy. This initiative is integral to both our primary and secondary education, ensuring that children's rights are embedded in our school culture. We promote understanding and respect for the United Nations Convention on the Rights of the Child (UNCRC), fostering a supportive environment where students learn about their rights and responsibilities, leading to improved well-being, respectful relationships, and active citizenship.

Careers Information, Advice, and Guidance (CIAG)

Evolve Academy's Personal Development Policy on Careers Information, Advice, and Guidance (CIAG) is committed to equipping students with the knowledge, skills, and opportunities necessary to make informed decisions about their future careers. The policy aims to inspire students to explore a wide range of career options and to prepare them for the ever-evolving job market, ensuring they are ready to thrive in their chosen paths.

Aims and Objectives:

The primary aim of the CIAG policy is to provide comprehensive career guidance that aligns with each student's strengths, interests, and aspirations. Specific objectives include:

1. **Early Exploration:** Encouraging students to begin thinking about careers from an early age, sparking curiosity about different professions.
2. **Informed Decision-Making:** Providing students with accurate and up-to-date information about various career paths, qualifications, and the skills required to succeed in those fields.
3. **Skill Development:** Equipping students with essential skills such as resume writing, interview techniques, and professional communication.
4. **Personalised Guidance:** Offering tailored advice to help students navigate their career journeys, including one-on-one counselling and the use of digital tools like the Unifrog platform for secondary pupils.
5. **Transition Support:** Assisting students in making smooth transitions from education to the workplace or further education.

Primary School

In the primary school curriculum, the CIAG policy focuses on introducing students to the concept of careers and the world of work. Topics include:

- **Introduction to Careers:** Exploring different jobs and professions through storytelling, guest speakers, and interactive activities.
- **Skills and Interests:** Helping students identify their interests and strengths and how these relate to different careers.
- **Aspiration Building:** Encouraging students to dream about their future and understand that there are many pathways to success.

Secondary School

In the secondary school curriculum, the CIAG policy becomes more focused, with an emphasis on practical preparation for future careers. Topics include:

- **Career Research:** Using the Unifrog platform to explore various career options, understand labour market information, and identify suitable qualifications.
- **Work Experience:** Facilitating work experience placements that provide real-world insights into specific industries.
- **Pathway Planning:** Helping students create personalised career plans that align with their academic achievements and career goals.
- **Application and Interview Skills:** Teaching students how to write effective resumes, cover letters, and how to succeed in job interviews.
- **Post-16 Options:** Providing guidance on A-levels, vocational qualifications, apprenticeships, and higher education options, with personalised support using Unifrog's tools.

Evolve Academy's CIAG policy ensures that students receive continuous support and guidance throughout their education, empowering them to make informed decisions and confidently pursue their chosen career paths. By integrating tools like Unifrog, the academy ensures that students have access to the best resources to help them navigate their future careers effectively.

Cultural Capital

At Evolve Academy, cultural capital is central to our curriculum, enriching every aspect of our students' educational experience. By integrating cultural capital—the accumulation of knowledge, behaviours, and skills that reflect cultural awareness, knowledge, and competence—into our teaching, we prepare students for success in society, their careers, and the world of work.

In every subject we ensure that students are exposed to diverse perspectives and experiences. This helps them build a broad and deep understanding of the world. Through activities like debates, cultural events, and community engagement, students develop critical thinking, communication, and social skills. These experiences equip them with the tools needed to navigate and contribute positively to a multicultural society.

By embedding cultural capital into the curriculum, Evolve Academy ensures that students are not only academically prepared but also culturally competent and ready to thrive in a globalised world. While cultural capital trips might not directly boost exam results, they are invaluable in enriching students' lives and improving their overall life chances by equipping them with the knowledge, behaviours, and skills necessary for success beyond school. These experiences help to level the playing field for students from disadvantaged backgrounds by broadening their horizons and boosting their confidence and aspirations.

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