

Personal Development Policy

Spiritual, Moral, Social and Cultural (SMSC) development and Fundamental British Values

Reviewed: October 2023 Next Review: October 2024

Our aims

At Chestnut Lane School we are committed to promoting all children's personal development across all areas of the curriculum, and wider school life, this includes extending beyond the academic.

Our well embedded Characteristics of Effective Learning (see Appendix 1) throughout the school ensure that we develop learners who are passionate, take ownership of their learning and are proud of their achievements. Our vision is to provide an excellent educational foundation that inspires curiosity, creativity, confidence and a love of learning.

Our school values are integral to our aims. Throughout their time at Chestnut Lane School, and beyond, the children will develop respect, kindness, resilience, independence and responsibility (see Appendix 2).

Our focus on the children's personal development also promotes fundamental British values through spiritual, moral, social and cultural (SMSC) development. These in turn will prepare our learners for future success and participation in modern society. The children will grow through having a voice, making choices, forming opinions and accepting personal responsibility. They will want to be honest, listen, value everybody as individuals and show respect at all times.

Definitions and Implementation

Personal Development

Our promotion of the children's personal development will:

- Develop responsible, respectful and active citizens who are able to play their part and become actively involved in public life as adults.
- Develop and deepen pupils' understanding of the fundamental British values of democracy, individual liberty, the rule of law and mutual respect and tolerance.
- Promote equality of opportunity so that all pupils can thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique. See <u>Equalities and Cohesion Policy & Development Plan</u>.
- Promote an inclusive environment that meets the needs of all pupils, irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. See SEND Policy.
- Develop pupils' character, which can be defined as a set of positive personal traits, dispositions and virtues that informs their motivation and guides their conduct so that they reflect wisely, learn eagerly, behave with integrity and cooperate consistently well with others. This gives pupils the qualities they need to flourish in our society. See Teaching, Learning & Curriculum Policy.
- Develop pupils' confidence, resilience and knowledge so that they can keep themselves mentally healthy. See <u>PSHE & RSHE Policy</u>.
- Enable pupils to recognise online and offline risks to their wellbeing. See E-Safety & ICT Code of Conduct.
- Enable pupils to recognise the dangers of inappropriate use of mobile technology and social media.
- Develop pupils' understanding of how to keep physically healthy, eat healthily and maintain an active lifestyle, including giving ample opportunities for pupils to be active during the school day and through extra-curricular activities.
- Develop pupils' age-appropriate understanding of healthy relationships through appropriate relationships education.
- Support readiness for the next phase of education, so that pupils are equipped to make the transition successfully.



Chestnut Lane School's 7 Features of Effective Practice

every child

Equal opportunities

- Personalised and differentiated experiences & teaching
- Characteristics celebrated and shared
- Frequent opportunities and experiences for children to develop language skills
- · Opportunities for chn to share personal 'proud' moments-all celebrated

High-quality early education

- · Range of teaching and learning strategies used daily
- Lesson studies /intensive teaching / focus tasks allow for small groups teaching
- Highly trained and motivated
- Use of expertise across year groups

Closing the gap

- Listening and assessing, then using it to plan
- . Interventions and 1:1 support
- · Specific time allocated for targeted interventions

Knowing the child

- · Allocated time for PP chn and relationships built with families
- · Emotional 'check-in' with chn
- Slower starts (transition) allows more time to listen and get to know children
- · Taking time out for children going through difficulties /challengeswalk & talk' time to express
- All staff know all children
- Home visits and stay and plays

Inclusion

- · Supportive environment
- Knowledge of different SEND
- A wide range of resources and strategies used

2 Highquality care

Child centred

- · Giving children time to talksharing ideas, opinions
- · Knowing children's confidence level and tracking wellbeing
- · Providing time to build own character/independence
- · Understand interests to target motivation
- · Planning based around interests
- · Child's voice (i.e apportunities · Building on prior experiences

Consistent high-quality care

- Personalised tailored care
- · All staff aware of all needs in school
- Interventions

Responsive practitioners

- · Flexible and responsive groups-proactive teaching
- · Whole school consistency-all staff responsible for all children
- · Nurturing care— having time to listen

Understand child development

- Nurture groups (small and focused)
- Clear communication
- Language of choice
- · Circle time and assemblies
- · Age appropriate strategies and resources
- · Small steps for individual pro-

Supportive transitions

- · Boundaries set throughout class charters
- · Transitions supported gradual build up and working with new teacher
- · Support for new families (photobooks)

3 Curriculum

(what we want children to learn)

Top level plan

- Diversity celebrated
- · Collaborative learning Age appropriate life skills
- · Characteristics of effective learning-i.e. Build resilience
- · Experiences (Gardening /nature
- Timetable reflective of cohorts needs (ie. cooking for S&L)
- Opportunities to explore

Language and communication

- · Current events reflected and responsive to outside world (Newsbites / discuss current
- Encourage sharing with peers
- Speaking opportunities priority in range of ways
- School council/Eco committee
- Learning in all areas (garden, shared spaces etc)

Ambitious and sequenced

- · Build up skills in lessons (role play, fine motor, story writing)
- Open ended curriculum -(HOT tasks, trial and error)
- Plan based on interests/
- Plans are sequenced (learn and

Child's interests and flexibility

- · Outdoor learning priority
- · Individual interest in topics, flexi-
- · Driven by children's interests

Depth and breadth

- . Use of staff and parents expertise across year groups
- Workshops
- Clubs

Child development

- · Feel confident to learn
- Tailored to individual needs
- Built in time for managing emotions, personal skills, social

Supporting learning

- · Indusive and respectful environ-
- Opportunities for all learners
- . Catering to different ways of learning
- · Values celebrated through characteristics
- · Chn have to feel happy and safe
- Respectful relationships

Range of strategies

- Hands on/active lessons
- Workshops / external visitors
- Whole school topics
- · Wide range of resources for children to access
- Trips
- Resources for independence (word banks, sound mats)
- · Various strategies used in teaching (ICT, physical resources)
- Encouraging questioning Modeling
- Quality interactions

Enabling environments

- · Classroom layout for chns needs (i.e sensory corner, calm corner, quiet station)
- Rotating interactive displays
- · Indoor and outdoor learning environment equally important
- · High quality resources

Balanced approaches

- Assemblies include PSED/RHE
- Mix of child led / adult directed
- · Both guided and independent opportunities available
- Flexible approach—adapted to chn needs

Collaboration

- Time for children to talk
- · Opportunities for chn to learn together
- · Staff and parent expertise's built into learning

5 Assessment

(checking what children have learnt)

Know the children well

- · Capturing observations (photos, sticky labels)
- Tracking wellbeing
- · Responding to chris needs

Clear intentions

- · Children taught strategies to develop independence
- Give chn time to show what they can do

Child development

- · Skills (CoEL) development a priority
- · Admowledging and building on previous learning
- Personalising assessments

Early identification

- · Baseline and impact intervention assessments
- Speech and language supported
- · SEND identified early
- · Liaison with outside agencies

Gather relevant information

- · Children's self assessment
- Benchmarking readers · Independent mornings to show
- application SATs and phonics screening (use of statutory information)

- High quality interactions . Quality time with children to get to know the child
- Questioning
- Developing relationships

6 Self-regulation and executive

Focus and attention

- Chritaking ownership/ responsibility
- · Consistent behaviour policy
- and whole school expectation Different approaches / teaching strategies
- · Use interests to make personal

Selfregulation

- · Zones of regulation taught to help children identify emotions/ feelings
- Whole school resources such as 'colour monster'
- Charters / behaviour charts to reinforce school rules
- Quite zone / Calm corner

Language development

- · Show and tell celebrating
- sharing · Regular opportunities to share

- Retaining information Interventions throughout key stages (including memory sup-
- port)
- One to one support · Application in different contexts

- Wellbeing · Wellbeing sessions and PSHE
- lessons · Growth mindset-it's ok to make mistakes
- Dancing/music for confidence and wellbeing
- · Team sports (girls football) · Painting/art creative

SOURCES

- support (mindfulness) sessions · Wellbeing library with re
 - relationships · Questionaries' sent home
 - Open door policy to encourage open communication

7 Partnership with parents

Relationships

- Communication book/logs with space for questions/ comments
- · Greet at gate—time to chat
- · Events throughout the year (i.e.
- · Read-ins weekly
- · Transition videos for new start-
- · Stay and plays with parents for nursery
- Parent tours
- Parent helpers

Communication

- . Topic meetings to explain current learning and key approaches (Le CoEL)
- · Parents evenings and looking at books termly · Tapestry - sharing learning in
- EV
- Newsletters · Listening to parents and sharing with relevant staff

- Support
- Information evenings Videos during lockdown
- School website with resources (including previous workshops) SEND annual reviews and
- meetings with SENco · Signposting to external sup-
- Activities to encourage parents to talk to child Newsletter signposts wellbeing

- Understanding families Nursery home visits, building
- when necessary

Linking 7 Features of Effective Practice to Personal Development

1. The best for every child

- Promoting equality of opportunity so that all pupils can thrive together, understanding that difference is a positive, not a negative, and that individual characteristics make people unique.
- Pupils are prepared for life in modern Britain, and understand how to be responsible, respectful, active citizens that contribute positively to society.

2. High-quality care

- There is high-quality pastoral support within the school.
- Developing pupils' age-appropriate understanding of healthy relationships through appropriate relationships education.
- Supporting readiness for the next phase of education so that pupils are equipped to make the transition successfully.

3. The curriculum: what we want children to learn

- A curriculum which extends beyond the academic, providing for pupils' broader development, enabling them to develop and discover their interests and talents.
- The curriculum and wider work of the school supports pupils to be confident, resilient and independent.
- The range, quality and take-up of extra-curricular activities.

4. Pedagogy: helping children to learn

- Promoting an inclusive environment that meets the needs of all pupils, irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.
- Developing pupils' understanding of how to keep physically healthy, eat healthily and maintain an active lifestyle, including giving ample opportunities for pupils to be active during the school day and through extra-curricular activities.
- Promoting British values through the curriculum, assemblies, wider opportunities, visits, discussions and literature.

5. Assessment: checking what children have learnt

- Through the quality of debate and discussions that pupils have, where appropriate.
- Identifying how well learners understand protected characteristics; how equality is promoted, and diversity is celebrated.
- Recognising the impact of curriculum subjects such as citizenship, RE, personal, social, health and economic education (PSHE), and relationships and health education (RHE), contribute to pupils' personal development.

6. Self-regulation and executive function

- Developing pupils' **confidence**, **resilience** and **knowledge** so that they can keep themselves mentally healthy.
- Developing **pupils' character**, giving them qualities they need to flourish in society, through the education that the school provides.
- Enabling pupils to recognise online and offline risks to their wellbeing & enabling pupils to recognise the dangers of inappropriate use of mobile technology and social media.

7. Partnership with parents

- At the same time as the school is working with pupils, those pupils are also being influenced by other factors in their home environment, their community and elsewhere.
- Schools can teach pupils how to build their confidence and resilience, for example, but they cannot always determine how well young people draw on this.

Spiritual, Moral, Social, Cultural (SMSC) Development

Provision for the **spiritual development** of pupils includes developing their:

- ability to be reflective about their own beliefs (religious or otherwise) and perspective on life:
- knowledge of, and respect for, different people's faiths, feelings and values;
- sense of enjoyment and fascination in learning about themselves, others and the world around them:
- use of imagination and creativity in their learning;
- willingness to reflect on their experiences.

Provision for the **moral development** of pupils includes developing their:

- ability to recognise the difference between right and wrong and to readily apply this understanding in their own lives, and to recognise legal boundaries and, in doing so, respect the civil and criminal law of England;
- understanding of the consequences of their behaviour and actions;
- interest in investigating and offering reasoned views about moral and ethical issues and ability to understand and appreciate the viewpoints of others on these issues.

Provision for the **social development** of pupils includes developing their:

- use of a range of social skills in different contexts, for example working and socialising with other pupils, including those from different religious, ethnic and socio-economic backgrounds;
- willingness to participate in a variety of communities and social settings, including by volunteering, cooperating well with others and being able to resolve conflicts effectively;
- acceptance of and engagement with the fundamental British values of democracy, the
 rule of law, individual liberty and mutual respect and tolerance of those with different
 faiths and beliefs. They will develop and demonstrate skills and attitudes that will allow
 them to participate fully in and contribute positively to life in modern Britain.

Provision for the cultural development of pupils includes developing their:

- understanding and appreciation of the wide range of cultural influences that have shaped their own heritage and that of others;
- understanding and appreciation of the range of different cultures in the school and further afield as an essential element of their preparation for life in modern Britain;
- ability to recognise, and value, the things we share in common across cultural, religious, ethnic and socio-economic communities;
- knowledge of Britain's democratic parliamentary system and its central role in shaping our history and values, and in continuing to develop Britain;
- willingness to participate in and respond positively to artistic, musical, sporting and cultural opportunities'
- interest in exploring, improving understanding of and showing respect for different faiths and cultural diversity and the extent to which they understand, accept, respect and celebrate diversity. This is shown by their respect and attitudes towards different religious, ethnic and socio-economic groups in the local, national and global communities.

SMSC Across Subjects

	We promote spiritual development by	We promote moral development by	We promote social development by	We promote cultural development by
Maths	 Links to real life Questioning why things are the way they are Developing reasoning skills Higher order thinking tasks 	 Equal sharing of resources Teamwork Problem solving Providing real life contexts 	 Teamwork Problem solving Explaining and justifying findings to others 	CurrencyCross curricular patterns
English	 Asking questions Developing an opinion Linking stories to themselves Creativity through stories Shared writing Beauty of writing / impact of texts 	 Stories and discussing morals Debates Respecting viewpoints Having discussions around books Donating books to charities 	 Role play different contexts Story maps Apply stories to different situations 'Helicopter stories' Shared reading Workshops / competitions Book areas / library 	 Stories from different cultures Fiction and nonfiction to explore the world around them External library service Author visits / World Book Day Learning about authors
Science	 Asking own questions Leading their own investigations Promoting awe and wonder 	 Fairtrade Fair testing Food chains Environmental care Litter picking/recycling 	 Group investigations Conversations about findings Workshops / Science Week 	 Famous scientists Climate change Food production
History	 Own beliefs about historical events and people Creativity Past vs future How events from history are remembered, e.g. Remembrance Sunday 	 Learning from historical events, e.g. woman's rights Respect Tolerance Debates 	 Impact of historical events More opportunities for everybody Equality Discussing own history Workshops / Trips Making comparisons 	 Interpretation of historical events Different historical figures Wide range of books in the library Local history Workshops / Trips

	We promote spiritual development by	We promote moral development by	We promote social development by	We promote cultural development by
Geography	 Knowledge of others' values and cultures Google maps Environment and landscape Developing curiosity How lives differ Exploring nature – links to wellbeing 	 Understanding different countries / cultures Respecting the environment Changing surroundings Environmental Awards Fundraising 	 Social and cultural gatherings Learning languages Links to wider community Supporting foodbanks Litter picking Walk to school initiatives Environment club 	 Flags and their meanings Cultures in each country Economics History and values of countries Links with other schools
PE	 Express themselves through movement and feelings Creative dance Making sequences Communication Self-challenges Reflecting on own progress 	 Safety Setting targets Respecting people in sports Winning and losing Understanding rules of a game Fair playing 	 Teamwork Team games Communication Sharing equipment Tactics Peer evaluation Performing Motor skill interventions 	 Dance from different cultures Workshops / Sports events Adaptation for sports Athletes from different countries Promoting equality in sport
PSHE/RHE	 Expressing opinions Reflecting on who they are Belonging to different groups How to show people they care Lifecycles 	 Consequences Know right from wrong Equality for all Respect for all beliefs British values Behaviour management Class charters School rules 	 Relationships Working together Knowing what makes a good friend Problem solving Work together to decide and vote 	 Celebrating different families Challenging stereotypes Celebrating festivals Well done assembly – rewarding and promoting characteristics

	We promote spiritual development by	We promote moral development by	We promote social development by	We promote cultural development by
Art/DT	 Use of imagination Creativity Justifying Choosing different mediums Express themselves in different ways 	 Using resources correctly Looking at art and review / evaluate Respect for different opinions Where food comes from Growing food 	 Group art Discussing art using key language Shared gallery, e.g. funny face exhibition Peer evaluations Joint projects Workshops / competitions Weekly cooking 	 Art from different cultures Comparing artists from Britain and the world Different countries Different materials Food from around the world
Music	 Opportunities to listen to music How music makes you feel Links to other subjects Singing songs linked to topics 	 How to use instruments correctly and with care Respecting interests and viewpoints 	 Performing Collaborative pieces Singing assembly 	 Music form different cultures Workshops Different styles of music Instruments from around the world
Computing	 Research Impact of technology on lives Connecting to the world around you 	 E-safety Advantages and disadvantages of technology Voting 	 Communicating in school and in wider society Photos Data collection Website Platforms such as Tapestry and Instagram 	 Communicating across the world Access of devices Attitudes towards technology

Appendix 1

Characteristics of Effective Learning

Early Years

Playing and Exploring				
Little Miss Curious		Finding out and exploring		
Little Miss Wise	303354	Playing with what they know		
Mr Brave		Be willing to have a go		
Active Learning				
Mr Busy		Being involved and concentrating		
Mr Try		Keeping trying		
Little Miss Proud	is the state of th	Enjoying achieving what they set out to do		
Creative and Critical Thinking				
Little Miss Inventor	1000 1000 1000	Having their own ideas		
Little Miss Brainy	No.	Making links		
Mr Adventure		Choosing how to do things		

Characteristics of Effective Learning

Key Stage 1

'I can' Statements

Engagement

I always show curiosity about learning.

I can consistently make links and connections between my learning and personal experiences.

I can independently challenge my own understanding and show resilience when faced with difficulty.

I push my learning boundaries, challenging myself through taking appropriate risks.

Motivation

I can set my own goals and be proud of my achievements.

I can show high levels of enthusiasm to learn.

I can consistently maintain focus and overcome any distractions.

I can take ownership of my learning journey and make decisions about what to do next.

Creativity & Critical Thinking

I can reflect on my own ideas and justify them to others.

I can use a trial and error approach to solve open-ended tasks creatively. (Thinking outside the box)



Appendix 2

Chestnut Lane School Values

Vision: 'To provide an excellent educational foundation that inspires curiosity, creativity, confidence and a love of learning'.

	Respect	Kindness	Resilience	Independence	Responsibility
Key themes	 For themselves Towards others (peers and adults) For the environment Listening Equality and diversity Honesty Celebrating differences Fairness Personal space Tolerance 	 Wellbeing Connecting Friendship Community Belonging Sharing Compassion Integrity Look after one another Helping Inclusion 	 Open/Growth mindset Enthusiasm Determination Motivation Problem-solving 'Keep on trying' 'Do your best' Coping strategies 	 Confidence Wellbeing Ownership Self-regulation Self-esteem Taking pride 	 Ownership Instilling a love of learning Curiosity Making links Forward thinking Engagement Creativity Consequences Setting goals
Examples in practice at CLS	 Assemblies Key teaching through all subjects Circle times to share learning Opportunities for debates and share different viewpoints Clubs available for all to join Books to support key themes Displays of key themes Encouraged to ask, answer and listen to questions Turn taking skills supported through games and activities Eco-reps and environment projects / awards School rules 	 Core reading books to support kindness / friendship Teamwork activities Small group sessions / interventions Class charters and displays Kindness celebrated in assemblies Wellbeing sessions, resources and activities Whole school activities and community projects Peer-on-peer support Friendship Week PSHE/PSED Lesson 	 Characteristics of Learning embedded Problem solving activities in all subjects Open-ended tasks Higher order thinking and reasoning activities Hands-on, practical learning Wellbeing books and resources to support key themes Circle time and assemblies 	 Opportunities to perform Self-challenges Show and Tell – sharing successes Developing mindful, coping strategies Zones of regulation Support systems and resources in classroom Celebration of independence High expectations embedded in routines from beginning 	 Child-initiated learning Wide range of "awe and wonder" experiences Active learning with practical 'hooks' to develop curiosity Personalised targets and next steps Reflection activities Reps and class monitors School council and pupil voice Self-assessment
Books	 All Are Welcome Elmer Freddie and the Fairy Ada Twist Scientist Hats of Faith Here We Are 	 Meesha Makes Friends The Lion Inside The Smartest Giant in Town The Rainbow Fish Be Kind Sharing a Shell 	The Koala Who CouldTilda Tries AgainZogIggy Peck Architect	The Colour MonsterGiraffes Can't DanceRuby's WorryPaddington	Oh No GeorgeThe DotThe Extraordinary GardnerGreta and the Giants