



ST. SAMPSON'S HIGH SCHOOL

Personal Development Policy

Last Review Date:	November 2024
Reviewer:	LWN
Next Review due:	September 2025

Personal Development Policy

1. Introduction

1.1. Policy Statement:

At St Sampson's High school, Personal Development (Personal, Social, Health, Careers and Citizenship Education) is considered paramount to our students' personal development, health and well-being. Personal Development helps students to develop life skills to ensure they are well prepared to respect and contribute to wider society, life in Guernsey and beyond. High expectations are set for the promotion of tolerance, understanding and appreciation of the diverse communities in which we live.

1.2. Purposes:

- 1.2.1. To provide a whole school statement of intent about the aims of Personal Development
- 1.2.2. To set out an agreed approach to Personal Development in the curriculum
- 1.2.3. To clarify the school's intended outcomes for its Personal Development provision
- 1.2.4. To inform and reflect practice used to enable learning in Personal Development

1.3. Accountabilities

The Principal is accountable for;

- 1.3.1. How Personal Development is organised with the curriculum
- 1.3.2. Providing adequate time for Personal Development to be delivered to students in all year groups
- 1.3.3. Nominating a named member of staff with specific responsibility for coordinating Personal Development

1.4. Responsibilities

- 1.4.1. The Personal Development coordinator is responsible for ensuring the delivery of Personal Development in compliance with this policy
- 1.4.2. The Personal Development coordinator is responsible for booking sessions to be delivered by approved Support Agencies
- 1.4.3. The Personal Development coordinator is responsible for monitoring Personal Development lessons and the assessment of Personal Development
- 1.4.4. Class teachers are responsible for delivering Personal Development in a safe and supportive learning environment

1.5. Associated Documents

- 1.5.1. There is a separate Education Services' Sex and Relationships Education policy which should be read in conjunction with this policy.
- 1.5.2. External Providers and Support Agencies policy
- 1.5.3. Safeguarding / Child Protection policy
- 1.5.4. Assessment policy
- 1.5.5. Confidentiality policy
- 1.5.6. Equality, diversity and inclusion policy

2. Definition of Personal Development

- 2.1. Personal Development comprises three strands from the Bailiwick Big Picture curriculum; PSHE, Citizenship and Careers.
- 2.2. **"Personal, social, health and education is the school subject that deals with real life issues affecting our children, families and communities. It's concerned with the social, health and economic realities of their lives, experiences and attitudes. It supports pupils to be healthy (mentally and physically); safe (online and offline) and equipped to thrive in their relationships and careers."** (PSHE Association 2020).
From making responsible decisions about alcohol to succeeding in their first job, PSHE helps pupils to manage many of the most critical opportunities, challenges and responsibilities they will face growing up. Personal Development helps all children and young people — the highest achievers as well as the vulnerable and excluded — to achieve their fullest potential.
- 2.3. Citizenship develops knowledge, skills and understanding that pupils need to play a full part in society, as active and responsible citizens. Pupils learn about democracy, politics, parliament and voting. They also learn about human rights, justice, the law, media literacy, personal finance and the economy. They

should also develop the skills of active citizenship through practical opportunities to address issues of concern through different forms of responsible, democratic action and campaigns. Teaching is brought to life using real issues and case studies in local to global contexts (association for Citizenship Teaching 2021).

- 2.4. Careers education is based upon the Careers Development Institute's six learning areas for lifelong career development, defined as: Grow throughout life, Explore possibilities, Manage career, Create opportunities, Balance life and work and See the big picture.

3. Personal Development Curriculum

3.1. Teaching and learning

Personal Development is taught to all pupils weekly or fortnightly within a safe and supportive learning environment and follows a spiral curriculum which gradually expands and enriches key concepts, increases knowledge, deepens understanding and develops key skills. The topics covered are taken from the PSHE Association Programme of Study (2020) PoS link and include; 'Health and Wellbeing', 'Relationships' and 'Living in the Wider World'. Within those broad areas there is the opportunity to study aspects of citizenship, local and global issues and recurring themes such as bullying, first aid and internet safety. Students are encouraged to ask questions, challenge information and contribute their opinions. Students are made aware of the learning intentions which are explored through a variety of teaching and learning styles.

3.2. Principles of Personal Development

Effective teaching of Personal Development from the PSHE association should include:

- Provide accurate unbiased information
- Balance knowledge, skills and attributes
- Handle myths with care
- Don't set out to shock, shame or scare
- Don't inspire, glamourise or instruct in harmful behaviours
- Take a positive approach
- Assess learning and progress
- Give time for personal reflection
- Make learning accessible to all

3.3. KS3 and KS4 programme of study

Curriculum Overview at end of document.

- 3.4. At St Sampson's High we use approved Support Agencies (see policy 1.5.2) to add interest and expertise to and enhance our Personal Development curriculum. The Personal Development coordinator must ensure that the Support Agency is only asked to deliver lessons in which they have expertise. When a Support Agency is delivering a session, a teacher needs to be present at all times. The teacher is responsible for classroom management, child protection, behaviour and health and safety. Personal Development best practice principles still apply to external visitors. Ensuring that students are aware of the visitor attending the school before the lesson will enable them to generate questions in anticipation of the visit. Learning should be embedded after the visit, for example through a follow-up lesson.

4. Safeguarding

Effective Personal Development, which can involve the discussion of sensitive topics, can lead to a disclosure of a child protection issue. It is essential that all teachers and Support Agencies delivering Personal Development are aware of any potential issues and know how to deal with any concerns that do arise. Teaching staff should speak to the nominated child protection lead or subject lead ahead of the lessons, and in the case of a disclosure from a student, and all staff and visitors should be aware of the safeguarding policies and procedures at St Sampson's High.

4.1. Confidentiality

Comments made during Personal Development lessons will be kept within the room, unless a disclosure requires passing on to the Safeguarding Officer due to a young person being in danger.

5. Assessment

Assessment in Personal Development should focus on learning, set against the lesson objectives and outcomes. It is also important to make sure you are assessing learning which is specific to Personal Development education and not other areas of the curriculum, such as literacy. It is important to recognise that assessment in Personal Development education is not about 'passing or failing', or about behavioural outcomes. Teachers and students both need to know what has been learned, and how learning and understanding has progressed.

As a Rights Respecting School, St. Sampson's is a successful, supportive, happy society that upholds the rights of the child as set out in the UNCRC.

SSHS Personal Development 2024-25

Topics are taught in sequence as below.

Year 7

[Lesson 1](#) - Intro - What is Personal Development & classroom contract.

[Lesson 2](#) - Peer Pressure.

[Lesson 3](#) - Recognising & Preventing Bullying.

[Lesson 4](#) - The Bystander Effect (*The Diffusion of Responsibility*)

Lesson 5 - BX. Kindness is Key.

[Lesson 6](#) - DSODO - Cyberbullying.

[Lesson 7](#) - Bullying vrs. Banter

-----Half Term-----

[Lesson 8](#) - Unifrog. Logging In and Psychometric Testing. ICT Required.

[Lesson 9](#) - BX - Listening to Understand.

[Lesson 10](#) - AFC - Session 1: Smoking

[Lesson 11](#) - AFC - Session 2: Alcohol

[Lesson 12](#) - AFC - Session 3: Drugs

[Lesson 13](#) - AFC - Session 4: Vaping

[Lesson 14](#) - Unifrog. Researching Careers types. ICT Required.

SPRING TERM

[Lesson 15](#) - Diversity & Different Cultures.

[Lesson 16](#) - SAFER. Healthy Relationships.

[Lesson 17](#) - BX - The Origins of Excellence. (Role Models & Success)

Lesson 18 - Healthy Lifestyles (1)

[Lesson 19](#) - ORAL Health Team. Dental Hygiene.

[Lesson 20](#) - SHARE. Session 1 (*Puberty - classes split by physiology*)

[Lesson 21](#) - SHARE. Session 2 (*Reproduction & Healthy Relationships*)

-----Half Term-----

[Lesson 22](#) - St John's Ambulance. DR(s)ABC

[Lesson 23](#) - Healthy Lifestyles (2) BX - Your powerful Body. Healthy Choices for success.

[Lesson 24](#) - Guernsey Police. Anti Social Behaviour & Its Impacts on Community.

Lesson 25 - Why do we vote?

Lesson 26 - Bailiwick Government & Democracy (1)

[Lesson 27](#) - BX. World Class Teams. Strengths & weaknesses.

SUMMER TERM

Lesson 28 - Unifrog. Careers vrs. Jobs. Exploring pathways. ICT REQUIRED.

Lesson 29 - Careers Guernsey. Aspirations.

Lesson 30 - Money Management - An introduction to Budgeting.

Lesson 31 - BX. Understanding Your Values.(Linked to future Careers)

-----Half Term-----

Lesson 32 - Road Safety Unit. Road Safety for all.

[Lesson 33](#) - Mapping Out The Years Achievements and ECA's. Linked To Values.

Lesson 35 - Adding activities and achievements to Unifrog. ICT REQUIRED.

Lesson 35 - UNIFROG. Researching Possible Career Pathways and Lv 2 qualifications. ICT REQUIRED

Year 8

[Lesson 1](#) - How have you changed over the summer?

[Lesson 2](#) - Managing Mental Health. Coping Strategies.

[Lesson 3](#) - BX EHWB. Managing Mental Health.

Lesson 4: SAFER: Healthy Relationships.

[Lessons 5](#) - BX Study Skills. Mastering Memory.

Lesson 6: DSDO - Sexting

Lesson 7 - Action For Children. Session 1: Tobacco.

Lesson 8 - Action For Children. Session 2: Alcohol 1

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Lesson 9 - Action for Children. Session 3: Alcohol 2.

[Lesson 10](#) - BX - Communication & Self Confidence

[Lesson 11](#): Debate: Should Mobile Phones be Banned.

[Lesson 12](#): Online Gaming.

[Lesson 13](#): Overcoming Conflict & Finding Forgiveness.

Lesson 14: Unifrog. Updating Psychometric Testing & Research.

SPRING TERM

[Lesson 15](#): Prejudice & Discrimination

[Lesson 16](#): - St Johns Ambulance - DR(S)ABC

Lesson 17: The Risks of Online Scams & Extortion.

[Lesson 18](#): - AFC Session 4: Drugs

[Lesson 19](#): BX: Dreaming Big Dreams. Independence & Success.

Lesson 20: Harassment.

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Lesson 21: Ethical & Moral Consumerism FT.

[Lesson 22](#): National Careers Week Focus - JT Pathways.

[Lesson 23](#): SHARE - Session 1.

[Lesson 24](#): SHARE Session 2.

Lesson 25: The Power of Advertising on the Consumer.

[Lesson 26](#): BX: Learning What Drives You. Understanding Purpose & Motivation.

SUMMER TERM

[Lesson 27: Careers Guernsey - Aspirational Futures.](#)

Lesson 28: Influence of the Media and Fake News.

[Lesson 29: Action For Children: INTENT Vaping Session.](#)

Lesson 30: Family Conflict and Managing Change.

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[Lesson 31: BX: Investigating the Characteristics of First Class Teams.](#)

[Lesson 32: Guernsey Police. Anti Social Behaviour.](#)

[Lesson 33: Youth Commission: ODP.](#)

Lesson 34: Risk & Personal Safety.

[Lesson 35: Mapping out this year's Achievements and ECA's. Linked To Values.](#)

[Lesson 36: UNIFROG: Adding Activities and Achievements. ICT REQUIRED](#)

Lesson 37 - Flexi Lesson.

Year 9

[Lesson 1](#) - Intro and class expectations.

[Lesson 2](#) - BX Growth Mindset - Strengths & Failures.

[Lesson 3](#) - Careers: Post 16 Options

[Lesson 4](#) -BX Healthy Lifestyles (1) Eating Like a Champion.

[Lesson 5](#) - Healthy Lifestyles (2) The Balance

[Lesson 6](#) - Peer Influence & Gang Culture.

[Lesson 7](#) - DSDO. Sextortion.

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[Lesson 8](#) - County Lines & Knife Crime.

[Lesson 9](#) - SHARE Session 1.

[Lesson 10](#) - SHARE Session 2.

[Lesson 11](#) - SHARE Session 3.

[Lesson 12](#) - Action For Children. Tobacco.

[Lesson 13](#): Unifrog - Psychometric Testing. ICT REQUIRED.

[Lesson 14](#): Unifrog Career pathways. ICT REQUIRED.

SPRING TERM

[Lesson 15: GCSE Options Guidance. Pupil Version here. Teacher Version here.](#)

[Lesson 16: BX - Knowing your Strengths.](#)

Lesson 17: Action For Children. INTENT. Session 4: Drugs.

Lesson 18: Careers Guernsey: Aspirational Futures.

Lesson 19: CV's & Personal Statements. ICT REQUIRED.

Lesson 20: Youth Commission. Child Sexual Exploitation (CSE).

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[Lessons 21: National Careers Week Focus - pathways of the Future. Labour Market Information.](#)

Lesson 22: SAFER - Healthy Relationships.

[Lesson 23: BX - Finding the Courage Within. Courage and Anxiety.](#)

Lesson 24: Action For Children. INTENT. Alcohol Session 1.

Lesson 25: Action For Children. INTENT. Alcohol Session 2.

Lesson 26: Gambling. The risk of taking risks.

SUMMER TERM

Lesson 27: Sound Financial Management. My Finances/Types of Card.

[Lesson 28](#): BX - Keeping Your Cool. Conflict Resolution in Communication.

[Lesson 29](#): Action For Children. INTENT. Session 5: Vaping.

-----Half Term-----

Lesson 30: World Organisations & Charities.

Lesson 31: World Organisations - Politics.

Lesson 32: The Debate. Topic TBC.

[Lesson 33](#): Mapping Out The Years Achievements and ECA's. Linked To Values.

[Lesson 34](#): UNIFROG Adding Activities and Achievements. ICT REQUIRED

[Lesson 35](#): BX - The Pursuit Of Perfection. Continuous Improvement

Lesson 36 - Mental Health & Stigma.

Year 10

[Lesson 1:](#) Intro & Welcome Back. Class rules and overview of the year.

[Lesson 2:](#) SHARE. Healthy Relationships & Contraception.

[Lesson 3:](#) SHARE - STI's.

[Lesson 4:](#) SHARE. Unintended Pregnancy.

[Lesson 5:](#) BX - Problem Solving Under Pressure.

[Lesson 6:](#) Understanding Body Image.

[Lesson 7:](#) Social Media & Your Mental Health.

[Lesson 8:](#) Transferable Skills.

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[Lesson 9:](#) Taking Other's Perspectives.

[Lesson 10:](#) Action For Children. Session 1: Tobacco.

[Lesson 11:](#) BX - Giving & Earning of Respect.

[Lesson 12:](#) A Balanced Lifestyle.

[Lesson 13:](#) UNIFROG. Reviewing Psychometric Testing and Researching Career Pathways.

[Lesson 14:](#) Money Management - Types of Cards.

[Lesson 15:](#) BX - Defining Success for you.

SPRING TERM

[Lesson 16](#): EOSS Rights for Employees.

[Lesson 17](#): SAFER. Abusive Relationships.

[Lesson 18](#): Kitty Genovese. Bystander Effect.

[Lesson 19](#): Action For Children. Substance Abuse.

[Lesson 20](#): Moral Dilemmas (1).

[Lesson 21](#): BX. Adapting To Change.

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[Lesson 22](#): National Careers Week. Local Labour Market Information.

[Lesson 23](#): BX. Developing Your Passions.

[Lesson 24](#): Aesthetic Procedures & Blood/Organ Donation.

Lesson 25: Local Politics. Bailiwick Governance.

Lesson 26: Global Politics. Your place in the wider world.

SUMMER TERM

Lesson 27: BX. Speaking with Impact.

Lesson 28: Qualifications Ladder & Post 18 options. Is Uni right for me?

Lesson 29: Careers Guernsey. Post 16 Options & Pathways explained.

Lesson 30: Youth Commission. ODA.

-----Half Term-----

Lesson 31: Action For Children. Vaping.

Lesson 32: CVS, cover letters and personal statements

Lesson 33: CVS, cover letters and personal statements

Lesson 34: Post 16 Options and Research.

Lesson 35 - Guernsey Police. Run/Hide/Tell.

Lesson 36: Interview skills.

Year 11

[Lesson 1](#) - SHARE Session 1.Cancer Awareness.

[Lesson 2](#) - SHARE Session 2. Healthy Relationships.

[Lesson 3](#) -SHARE Session 3.Impact of the Digital World.

[Lesson 4](#) - Careers Guernsey. Aspirations Post 16 & Post 18.

[Lesson 5](#) - BX. Knowing your Red Lines. Defining individuals' boundaries and maintaining values under pressure

[Lesson 6](#) - Post 16 Options. What can I do after SSHS?

[Lesson 7](#) - The difference between A Levels and The International Baccalaureate.

[Lesson 8](#) - BELADS. Helping women feel safer when walking alone.

-----Half Term-----

[Lesson 9](#) - The Payslip. How much does it cost to live on my own?

[Lesson 10](#): Taking others perspectives. Effective Communication.

[Lesson 11](#): BX Building your Emotional Intelligence.

[Lesson 12](#): PWC. Artificial Intelligence in the workplace. STEM Activity.

[Lesson 13](#): SAFER. Coercive Control.

[Lesson 14](#): UNIFROG. Careers & Post 16 Pathways Research.

SPRING TERM

Lesson 15: Action For Children: Substance Misuse.

[Lesson 16](#): BX - Negotiation tactics.

[Lesson 17](#): Financial Fraud. Guernsey Community Savings.

Lesson 18: Guernsey Police: Illegal Substances & Guernsey Law.

3 x Weeks of Exams. No new teaching. [PD lessons](#) may be used for independent revision if students are present in the classroom. 1:1 Devices may be used by students.

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Lesson 19: Completing the Post 16 Pathways form.

[Lesson 20](#): BX. The Science Of Sleep.

Lesson 21: Types Of card (Credit/debit).

Lesson 22: Lloyds Bank: Money Management.

Lesson 23: Politics: Your right to vote. Elections 2025.

Lesson 24: Employment Law

SUMMER TERM

Lesson 24: Employment Law

[Lesson 25](#): Organising Revision Effectively.

Lesson 26: Student Voice: Review & Reflection of PD curriculum. WW/EBI.

----- Half Term -----

No further Lessons as Year 11 are on study leave.

