

PLYMOUTH COLLEGE
PUPILS'
PERSONAL DEVELOPMENT
POLICY

Including Early Years Foundation Stage



Last reviewed:	August 2025
Next review date:	August 2026
Responsibility:	Senior Deputy Head Heads of Year

This policy outlines how Plymouth College supports the personal development of every pupil, in line with the expectations of the Independent Schools Inspectorate (ISI) Framework. It brings together our provision for:

- Personal, Social, Health and Economic Education (PSHE)
- Fundamental British Values (FBV)
- Spiritual, Moral, Social and Cultural Development (SMSC)

Personal development is at the heart of life at Plymouth College. Through our curriculum, co-curricular programme, and whole-school ethos, we aim to foster well-rounded, confident and responsible individuals who contribute positively to their communities and thrive in modern British society and beyond.

Plymouth College has a separate policy on Relationship & Sex Education.

Ethos and Aims

At Plymouth College, we aim to produce pupils who are:

- Happy, confident, and resilient
- Knowledgeable, curious and lifelong learners
- Compassionate, responsible and respectful citizens

We are a Christian school that celebrates diversity and welcomes pupils of all faiths or none. Our shared values underpin a safe, inclusive and nurturing environment, where each individual is known and valued.

We seek to ensure that pupils:

- Achieve their full potential in academic and co-curricular life
- Develop their character, leadership, and moral compass
- Learn to appreciate others, celebrate difference and contribute positively to society
- Prepare for adult life with the knowledge and skills to make informed decisions

Plymouth College Principles

Personal development is integral to life at the College and the following Principles are central to our ethos:

Inspired by the best of our educational heritage since 1877, these principles provide the foundation upon which holistic education at the College is based. Our collection of strengths, skills and qualities offer guidance to all members of the Plymouth College community, build character and underpin everything we do. These Principles are integral to our daily life, providing an approach to studying, interaction with others and life beyond Plymouth College.

<p style="text-align: center;">Aspiration</p> <ul style="list-style-type: none"> ● <i>ambition</i> ● <i>hope</i> ● <i>goal-orientated</i> ● <i>confident</i> ● <i>self-motivation</i> 	<p style="text-align: center;">Kindness</p> <ul style="list-style-type: none"> ● <i>being considerate of others</i> ● <i>welcoming new people into our community</i> ● <i>being friendly</i> ● <i>showing support and compassion</i> ● <i>being forgiving</i>
<p style="text-align: center;">Integrity</p> <ul style="list-style-type: none"> ● <i>strong moral principles</i> ● <i>understanding right from wrong</i> ● <i>honesty</i> ● <i>fairness</i> ● <i>decency</i> 	<p style="text-align: center;">Respect</p> <ul style="list-style-type: none"> ● <i>for others</i> ● <i>for our environment</i> ● <i>for other cultures</i> ● <i>for the British Values</i> ● <i>tolerance of difference</i>
<p style="text-align: center;">Resilience</p> <ul style="list-style-type: none"> ● <i>overcoming difficulty</i> ● <i>not letting failure drain resolve</i> ● <i>perseverance</i> ● <i>courage</i> ● <i>commitment</i> 	<p style="text-align: center;">Service</p> <ul style="list-style-type: none"> ● <i>to others rather than self-service</i> ● <i>to our community</i> ● <i>leadership</i> ● <i>selflessness</i> ● <i>charity</i>

We support pupils in developing the following key areas:

- **Self-awareness and self-regulation**
Developing self-confidence, self-esteem and emotional literacy. Pupils are encouraged to reflect, set goals and understand how their actions affect others.
- **Decision-making and responsibility**
Understanding the impact of their choices and learning to make informed, ethical and safe decisions.
- **Spiritual, moral and ethical understanding**
Exploring faith, values and beliefs in a reflective environment. Pupils are encouraged to distinguish right from wrong and respect moral, social and legal frameworks.
- **Social and collaborative skills**
Learning to work with others, resolve conflict respectfully and contribute positively to team efforts and group goals.
- **Respect for diversity and inclusion**
Celebrating differences in race, gender, culture, sexuality, ability and faith. Pupils are taught to respect equality and uphold the protected characteristics of the Equality Act 2010.
- **Civic understanding and contribution to community**
Opportunities to lead, volunteer, and engage with local and national initiatives. Pupils learn about British democratic structures and public institutions.
- **Physical and mental well-being**
Emphasising healthy lifestyles, resilience, online safety and emotional well-being. Pupils are supported to develop a balanced approach to physical and mental health.

PSHE Provision

PSHE is delivered through a dedicated weekly programme, assemblies, tutor time, curriculum links, and external speakers. It covers:

- **Health and Wellbeing**
- **Living in the Wider World**
- **Relationships and Sex Education (RSE)** – see separate RSE policy

PSHE supports pupils to:

- Build healthy relationships
- Understand consent, safety, and digital behaviour
- Develop financial and career awareness
- Make safe and informed lifestyle choices

All content is age-appropriate and inclusive. Staff receive regular training and all visiting speakers are carefully vetted.

SMSC Development

SMSC is embedded across the curriculum, assemblies, enrichment and daily life. It includes:

- **Spiritual** – developing a sense of awe, wonder, meaning and connection
- **Moral** – understanding right and wrong and respecting systems of law and ethics
- **Social** – learning cooperation, empathy, and shared responsibility
- **Cultural** – valuing different traditions, arts, customs and global perspectives

Heads of Department are expected to include SMSC development within subject planning where appropriate.

Promoting Fundamental British Values (FBV)

We actively promote the DfE-defined British values:

- **Democracy** – school councils, pupil voice, mock elections
- **The Rule of Law** – consistent behaviour expectations, respect for laws
- **Individual Liberty** – encouraging independence, voice and choice
- **Mutual Respect and Tolerance** – celebrating diversity, addressing prejudice

FBV is taught explicitly in PSHE and through subjects such as History, RE, Politics, and English. It is modelled by staff and reinforced through co-curricular and community engagement.

Equal Opportunities

We are committed to equality, diversity and inclusion. Our personal development programme is designed to meet the needs of all pupils, regardless of ability, background, or identity. This includes those with protected characteristics and those in vulnerable groups, such as boarders, EAL learners, and pupils with SEND.

Monitoring and Evaluation

The Assistant Head (Pupil Welfare) oversees the planning and delivery of PSHE, SMSC and wider pupil welfare. Monitoring takes place via:

- Curriculum reviews and schemes of work
- Pupil feedback and surveys

- Assembly and tutor programme audits
- Staff training records
- Behaviour and safeguarding trends

The policy and provision are reviewed annually to ensure they remain current, compliant and impactful.

Linked Policies

- Safeguarding and Child Protection Policy
- Relationships and Sex Education (RSE) Policy
- Behaviour and Discipline Policy
- Equal Opportunities Policy
- Anti-Bullying Policy
- Boarding Principles and Practice
- SEND Policy
- Online Safety Policy

Summary

At Plymouth College, all members of our community are expected to act with integrity, compassion and respect. We believe that strong personal development is not only taught but lived, through the values we model, the relationships we build, and the inclusive culture we nurture.

Pupils are encouraged to explore their own identities and beliefs while developing a deep respect for the views, faiths and traditions of others. As a diverse and multicultural community, we place great importance on celebrating what unites us and learning from what makes us different. British values, including democracy, the rule of law, individual liberty, mutual respect and tolerance are promoted explicitly and embedded throughout school life.

All pupils have opportunities to contribute to our shared ethos through meaningful discussion, leadership roles, and co-curricular activities. We take a proactive approach to challenging injustice, discrimination or unkindness, ensuring that fairness and dignity remain central to our community.

Examples of how we promote British values and personal development include:

- **Guest speakers** such as MPs, lawyers, veterans, journalists and campaigners who challenge pupils to think critically and compassionately about society
- **Curriculum-based exploration** of justice, governance, democracy and human rights across subjects such as History, RE, English, Politics and PSHE

- **Debate, discussion and pupil voice**, with all pupils encouraged to share views in a respectful and thoughtful manner
- **Assemblies and tutor presentations** that highlight key figures, events and values from British and global contexts
- **Mock elections and referendums** to mirror real-world democratic processes
- **Charity leadership and volunteering**, providing pupils with the chance to act on their values and make a tangible difference

Through these experiences, pupils develop the knowledge, skills and moral clarity to engage with the world around them, not just as observers, but as active, principled and positive contributors.