

Policy document control box	
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Personal Development Policy

1. Purpose

Personal Development forms a vital element of wellbeing at Red Balloon. It promotes respect for others and helps to equip learners to live healthy, safe, productive, capable, responsible and balanced lives. Red Balloon is committed to providing learners with learning experiences that enable them to explore key concepts and to develop the understanding, skills and attributes that are essential for the opportunities, responsibilities and experiences of life.

2. Scope

The Head of Centre is responsible for ensuring that there is a robust Personal Development curriculum and Schemes of Learning. These may be produced, monitored and developed by a designated member of staff: Health & Wellbeing Coordinator.

3. Policy statement, provision and safeguards

In addition to the statutory elements contained in the DfE guidance Relationships Education, Relationships and Sex Education (RSE) and Health Education (Feb 2019), the Red Balloon Personal Development curriculum incorporates the non-statutory areas of economic wellbeing and careers guidance, in accordance with the PSHE Association's Programme of Study. The curriculum is underpinned by Schemes of Learning to ensure thorough planning for effective provision.

The Red Balloon Personal Development curriculum comprises three core themes, within which there is overlap and flexibility:

- Physical Health and Mental wellbeing
- Relationships and Sex Education
- Living in the Wider World

Following PSHE Association guidance, within this framework adjustments are made and content is adapted according to the learners' development, readiness and needs, to ensure that appropriate learning opportunities are provided. Where relevant, Personal Development objectives may also be delivered and/or augmented outside formal PD lessons. The bespoke nature of Red Balloon's provision enables us to ensure that appropriate and accessible learning opportunities are provided for all learners, including those with Special Educational Needs and Disabilities.

To ensure compliance with requirements regarding Fundamental British Values (Updated

Guidance, Nov 2014), all learners:

- Participate in lessons that discuss and evaluate British values (democracy, the rule of law, individual liberty and mutual respect and tolerance)
- Learn how the British system of government operates

4. Practice

Through formal Personal Development lessons and other learning opportunities (eg. Wellbeing sessions, community meetings, individual mentoring), we aim to help learners to:

- understand how to stay safe
- follow physically and mentally healthy lifestyles
- make responsible and informed choices
- be independent and self-disciplined learners
- develop positive relationships
- respect others, with particular regard to the protected characteristics defined under the Equality Act (2010)
- respect and value diversity, including challenging prejudice and discrimination
- be prepared for their next placement (eg. mainstream school, college)
- consider career opportunities
- learn how to manage personal finances
- develop an understanding of the economic and business environment
- have a strong understanding of fundamental British values
- understand and respect systems of rules and laws

Under the guidance of the Health & Wellbeing Coordinator, staff work collaboratively on resources and pedagogical approaches to ensure the sharing of good practice. In addition to ongoing informal monitoring and evaluation by staff, Red Balloon seeks

feedback from learners about Personal Development to help to develop further the quality of provision in this area.

5. Legislation and guidance

Legislation/guidance that informs this policy

- Relationships Education, Relationships and Sex Education (RSE) and Health Education (DfE, September 2021)
- Careers Guidance and Access for education and training providers (DfE, Oct 2018)
- Independent Schools Regulatory Requirements (Jan 2015)
- Guidance on Promoting British Values in Schools (DfE, Nov 2014)
- Equality Act (2010)

Other Red Balloon policies that should be read in conjunction with this one

- Careers Policy
- Curriculum Policy
- Transition Policy
- Student Wellbeing Policy
- Work Placement Policy