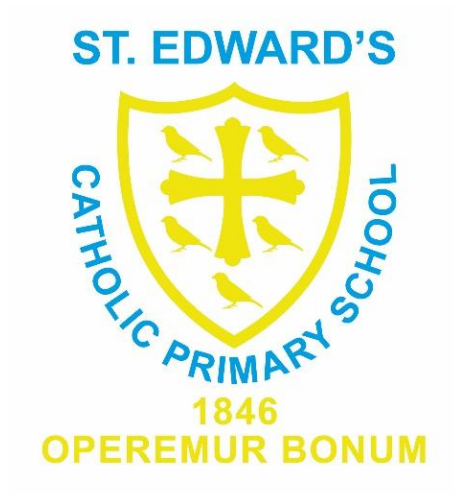




PERSONAL DEVELOPMENT POLICY

*To love, to serve and
learn.*

We are a school family journeying together in God's love.

We serve each other to achieve our best.

We learn in fun and creative ways,
respecting everyone's gifts.

Mission Statement

'To love, to serve and learn'

As a Catholic school, we recognise that every child is created in the image and likeness of God (Genesis 1:27). Personal Development is integral to our mission to educate the whole person—spiritually, morally, socially, culturally, intellectually and physically—so that every pupil flourishes as a child of God and contributes positively to society.

Through our curriculum, Catholic life and enrichment offer, we seek to develop confident, compassionate and resilient young people who live out the Gospel values and are prepared for the opportunities, responsibilities and experiences of life.

Policy Purpose

This policy sets out how the school promotes exceptional personal development through the taught curriculum, Catholic Life, enrichment, leadership opportunities and wider experiences.

It demonstrates our commitment to meeting and exceeding the expectations of:

- the Ofsted Education Inspection Framework: Personal Development judgement
- the Catholic Schools Inspection Framework (CSI Framework 2025)
- the Religious Education Directory
- statutory Relationships, Sex and Health Education requirements
- Keeping Children Safe in Education
- the Equality Act 2010
- the National Enrichment Framework.

Personal Development is understood as the planned, intentional and cumulative development of pupils' character, vocation, wellbeing, leadership, relationships, spirituality and readiness for life.

Vision

Our vision is that every pupil will:

- know they are uniquely loved by God;
- recognise and use their God-given gifts in the service of others;
- develop virtues that enable human flourishing;
- become active citizens committed to justice, peace and the common good;
- leave our school spiritually mature, academically ambitious and socially responsible.

Personal Development is therefore not an additional programme but the lived expression of our Catholic mission.

Strategic Alignment with the Ofsted Education Inspection Framework

The school deliberately plans Personal Development so that pupils benefit from a rich set of experiences beyond the academic curriculum.

Our provision is designed to demonstrate excellence across the themes identified within Ofsted's Personal Development judgement.

1. Character Development

We intentionally develop virtues including:

- compassion
- resilience
- courage
- honesty
- responsibility
- perseverance
- humility
- generosity
- integrity
- service.

Children learn that character is formed through reflection, relationships, challenge and service.

2. Opportunities to Develop Talents and Interests

Every pupil accesses a broad programme of enrichment including:

- music
- performing arts
- sport
- outdoor learning
- debating
- STEM
- creative arts
- environmental education
- enterprise
- leadership
- volunteering.

Participation is monitored to ensure equitable access.

3. Physical and Mental Wellbeing

Pupils develop understanding of:

- healthy lifestyles
- emotional literacy
- resilience
- self-regulation
- healthy relationships
- online safety
- mental wellbeing

- safeguarding.

Children know how and where to seek support.

4. Respect for Difference

Children develop understanding of:

- equality
- diversity
- inclusion
- protected characteristics
- different cultures
- world faiths
- mutual respect.

Teaching is rooted in the Catholic understanding of the dignity of every human person.

5. Preparation for Life in Modern Britain

The curriculum promotes:

- democracy
- rule of law
- individual liberty
- mutual respect
- tolerance
- responsible citizenship
- financial awareness
- environmental responsibility
- digital citizenship.

6. Leadership and Responsibility

Every child has opportunities to lead through roles including:

- Chaplaincy Team
- Mini Vinnies
- School Council
- Eco Council
- Digital Leaders
- Sports Leaders
- Reading Ambassadors
- House Captains.

Leadership is viewed as service to others.

Strategic Alignment with the Catholic Schools Inspection Framework (2025)

Personal Development is inseparable from the Catholic Life and Mission of the school.

The school intentionally develops pupils, so they flourish as disciples of Christ and active members of both the Church and wider society.

Provision contributes directly to the CSI Framework through the following strands.

Catholic Life and Mission

Children experience:

- a lived witness to Gospel values;
- opportunities for service and social action;
- active participation in parish and community life;
- formation through Catholic Social Teaching;
- a culture of welcome, dignity and inclusion.

Our curriculum enables pupils to understand that every person possesses inherent dignity because they are created by God.

Prayer and Liturgy

Personal Development is enriched through opportunities for:

- daily prayer;
- liturgical celebration;
- reflection;
- silence;
- pupil-led worship;
- sacramental preparation in the parish

Children are supported to deepen their relationship with God through age-appropriate prayer and worship.

Formation of Virtue

Character education is explicitly rooted in Gospel virtues.

Children are encouraged to grow in:

- faith
- hope
- love
- justice
- compassion
- forgiveness
- courage
- humility
- stewardship.

These virtues are taught, modelled, celebrated and lived throughout school life.

Human Dignity and the Common Good

Catholic Social Teaching underpins all Personal Development.

Children develop understanding of:

- Human Dignity
- The Common Good
- Solidarity
- Subsidiarity
- Stewardship of Creation
- Participation
- Option for the Poor
- Peace and Reconciliation.

These principles shape curriculum design, enrichment and community engagement.

Vocation and Human Flourishing

The school enables pupils to recognise that every person has unique gifts and a vocation to serve others.

Children are encouraged to:

- discover their talents;
- develop confidence;
- show resilience;
- aspire to excellence;
- discern how they can contribute to God's world.

Relationships

The school nurtures relationships characterised by:

- respect
- resilience
- compassion
- love
- teamwork
- honesty

Behaviour expectations reflect the Gospel call to love one another.

National Enrichment Framework

Our enrichment strategy is intentionally designed around the eight principles of the National Enrichment Framework.

We ensure that enrichment is:

1. **Equitable** - every child participates regardless of circumstance.
2. **Broad and Balanced** - experiences span sport, arts, culture, STEM, outdoor learning, leadership and service.
3. **Pupil-Centred** - children help shape opportunities through meaningful pupil voice.
4. **Inclusive** - provision is fully accessible and responsive to need.
5. **Progressive** - experiences build knowledge, skills, confidence and responsibility over time.
6. **High Quality** - enrichment is purposeful, well-planned and evaluated.
7. **Collaborative** - partnerships with families, parish, community organisations and external providers enrich pupils' experiences.
8. **Reflective** - pupils evaluate their learning and recognise how enrichment contributes to personal growth and vocation.

Evidence of Impact

Leaders evaluate Personal Development through a triangulated approach using qualitative and quantitative evidence.

Sources include:

- pupil voice
- learning walks
- enrichment participation analysis
- attendance and behaviour trends
- safeguarding information
- wellbeing surveys
- Catholic Life monitoring
- prayer and liturgy observations
- governor monitoring
- parental feedback
- case studies
- participation of disadvantaged pupils
- participation of pupils with SEND.

Success is evidenced through pupils who:

- articulate Gospel values and Catholic Social Teaching;

- demonstrate confidence, resilience and compassion;
- actively contribute to the life of the school and parish;
- show respect for diversity and the dignity of others;
- embrace leadership opportunities;
- make informed and responsible choices;
- participate fully in enrichment;
- understand their responsibilities as local, national and global citizens;
- are spiritually reflective and morally responsible;
- leave school exceptionally well prepared for the next stage of education and life.

Monitoring and Governance

The Governing Body receives an annual Personal Development report at the close of the academic year, evaluating provision against:

- the Ofsted Personal Development judgement criteria;
- the Catholic Schools Inspection Framework (2025);
- the National Enrichment Framework;
- school improvement priorities;
- pupil outcomes and participation data.

Leaders use this evaluation to inform strategic planning and continuous improvement, ensuring that Personal Development remains a distinctive strength of the school and a visible expression of its Catholic mission.