

WELBECK PRIMARY SCHOOL



Personal Development Policy

Approved	July 2025
Next Review	July 2026

Personal development is an essential aspect of a child's growth and development. It is about developing every child's character, skills, attitudes, values, and behaviours, and plays a crucial role in shaping their future success and well-being. Welbeck Primary School ensures outstanding personal development for every pupil, developing their character, knowledge and skills to support them in fulfilling their full potential and equipping them with key skills for success in their later life.

Aims and Vision

Welbeck's personal development provision is bespoke and is specifically designed to meet the context of our pupils and the community we serve.

Welbeck's vision is to develop our pupils to have and be:

- 1. Global Citizens**
- 2. Healthy Bodies, Healthy minds**
- 3. Tolerance and Respect**
- 4. Fulfilling our potential**

These 4 core areas are outlined in more detail below.

Personal Development provision

Welbeck's Personal Development provision is highly contextualised and is delivered through a wide variety of sources, extending beyond the national curriculum to include themes, events and partnerships particular to our school:

- **PSHE lessons:** delivered through, 'The Story Project' (see our PSHE policy)
- **Core and Foundation curriculum:** PE, Science, RE, Geography, History, DT (see our subject policies)
- **Assemblies:** whole school and key stage, focussing on British Values, Protected Characteristics, UNICEF Rights Respecting, School Council and Primary Parliament, Belonging and School of Sanctuary, religious and cultural celebrations, character curriculum, school values.
- **Character curriculum** – supporting pupils in developing our school values of Respect, Independence, Enjoyment, Resilience, Confidence and Excellence, and encouraging and developing their ambitions, skills and talents through all lessons and assemblies.
- **Nationally and globally themed events:** safer internet week, anti-bullying week, Harvest celebrations, UNICEF.
- **Environmental and sustainability projects:** local community and globally such as Green Meadows, ECSA forum, International Schools links, World Environment initiatives
- **Contextual Welbeck events and Enrichment SMSC opportunities:** positive male and female role models through external partner workshops and themed assemblies, Talent assembly, Gifted Talented register, Forest Garden, 50 Things at Welbeck, SMSC provision.

- **Forest Garden, allotments and school gardener:** working collaboratively to maintain allotments, grow own produce and harvest produce throughout the year and cook own meals in DT lessons.
- **Roles and responsibilities:** Pupils apply and interview for key advertised positions of responsibility across the school, developing their understanding of responsibility and respect and how to be effective role-models to younger children.

Assemblies

Assemblies are delivered by class teachers and external experts identified and invited in by the school to support delivery. All staff deliver effective assemblies with a consistent format involving discussion, questioning, engaging hooks, presentations and reflection. Evidence of assemblies are recorded through photographs and evidenced on Bluesky #PSHEatWelbeck

Welbeck Primary School's Personal Development vision and aims

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Welbeck's vision for every pupils is for them to be:

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2. Healthy Bodies, Healthy minds
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4. Fulfilling our potential

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Personal Development at Welbeck Primary School



At Welbeck, we want every pupil to become active global citizens, with a developed sense of pride and responsibility for their community and the wider world. As they grow, our pupils become responsible, confident and respectful young adults, actively promoting social justice and helping others.

UNICEF Rights Respecting

Rights Respecting develops pupils' health and well-being. It is interwoven into our curriculum, developing a community where global children's rights are learned, taught, practised, respected and promoted, with inclusion at its heart ([click here](#)).

Contemporary issues

At Welbeck, we develop pupils' awareness and understanding of local and global issues that affect them through a wide variety of learning opportunities and media forms. Pupils discuss and reflect on issues, develop their empathy and tolerance, and decide how best to present this, such as through stop motion videos and Creative Arts week ([click here](#)).

Schools of Sanctuary

Welbeck is an accredited School of Sanctuary ([click here](#)). We actively develop our pupils' empathy and tolerance for people of different cultures and beliefs, many who have come to Nottingham seeking asylum and refuge. Creative Arts Week and International Refugee Week are just a few of the celebrations our pupils engage in.

Community and Sustainability

Alongside developing pupil awareness of global diversity, we develop a deep appreciation and pride for our local community here in the Meadows. We work closely with local and voluntary groups such as Green Meadows and local business partners to support the delivery of our curriculum. Our pupils are active in the community, supporting and leading on local environment matters through our eco-clubs, litter picking and community projects.

Topic lessons

Pupils receive quality first teaching on becoming global citizens and the importance of democracy through topics such as Democracy (UPKS2), School Council elections, writing to their local MPs and our Children's University Programme ([click here](#)).



Global Citizens

How we do this: PSHE lessons, assemblies, 50 Things, Topic lessons, School Council



At Welbeck we support our pupils in their journey to being healthy, happy and safe young people, teaching the importance of physical and mental health.

PE Specialist provision

Our specialist PE lead works across the whole school, leading on PE lessons, lunchtime and after school extra curricular clubs and providing targeted support to pupils and high quality CPD for staff. Termly assemblies are held to celebrate pupil successes and for pupils to learn about food choices, physical activity, first aid and balanced lifestyles.

Forest School, Allotments and our gardener

At Welbeck, we take pride in growing fresh vegetables and fruit. Pupils are taught from EYFS how to sow and harvest crops from our allotments by our gardener and teachers, as well as how to name and recognize each plants. Pupils are taught how to cook and enjoy eating this fresh produce in DT lessons and clubs ([click here](#)).

Parental workshops

Parental workshops are run to support parents in how they care for their children's health. Workshops on eye care, oral care and sleep build on what children have been taught by external providers such as Specsavers.

Healthy Minds and Emotional Wellbeing

Our 'The Story Project' PSHE curriculum develops pupil understanding of their mental and emotional wellbeing, their own and others' emotions, healthy coping strategies and how to seek appropriate support. Pupils are taught how to adopt healthy behaviours and strategies from an early age, such as good communication, problem-solving, healthy coping skills and resilience, and how to seek trustworthy support when they or their friends need it.

Clubs for Healthy attitudes

At Welbeck, every pupil participates in an extra-curricular club either during or after the school day. Pupils have the opportunity to ensure a healthy beginning to their day by participating in our 'Kilometre Club' before the school day starts. Staff members join pupils daily during lunchtimes, encouraging them to eat healthy, balanced meals and develop positive habits and social skills.



Healthy Bodies, Healthy Minds

How we do this: PSHE lessons, assemblies, PE and Topic lessons, School Council



At Welbeck, we promote our pupils to be kind, tolerant and empathetic. The foundation of this is the strength of the relationships staff build with pupils and the sense of belonging we give every pupil, where similarities and differences of people of different ethnic, cultural and faith backgrounds are celebrated and cherished.

School Values

Our character curriculum and school values underpin everything we want to see realized in each pupil as they grow—confidence, resilience, respect, enjoyment, independence, responsibility and excellence. Staff members explain, demonstrate and model the highest expectations of these values through role-play opportunities, our 'The Story Project' PSHE lessons and weekly assemblies.

Relationships

Our pupils learn how to identify the characteristics of healthy, successful relationships, the qualities of good friendships and the skills needed to make friendships work. This understanding and skills are developed using our structured 'The Story Project' lessons, assemblies and a wide variety of strategies such as circle-time, role-play and reflection. Every year we celebrate Anti-bullying week across our whole school ([click here](#)).

Sex and Relationships Education

Information of our Sex and Relationships Education (SRE) and how we support and teach pupils to understand and manage the physical and emotional changes of growing up can be found on our RSE policy [here](#).

Being safe

To succeed in life and fulfil their potential, pupils must feel safe. We develop their understanding of everyday safety through water safety assemblies, road safety workshops and topic and PSHE lessons. This is complemented with visits to fire stations, police stations and the Bikeability programme in UPKS2.

Online safety

In an ever-changing online world, we teach our pupils how to be safe online, through e-Safety assemblies and workshops led by our specialist IT lead. Pupils are aware of modern online risks, learning skills in how to identify truthful content and safely navigate online platforms. Parental workshops are run to support parents with online safety.



Tolerance and Respect

How we do this: PSHE lessons, assemblies, Topic lessons, School Council



Our school motto is 'Never settle for less than your best'. At Welbeck, we strive to ensure every pupil develops the characteristics and values that will help them to fully realise their potential throughout their life.

Gifted and Talented

Every pupil is on our Gifted and Talented register. Talents range from academic to sports to hobbies. Staff develop these talents through in/after-school extra-curricular provision, enrichment opportunities and pupils representing our school. Our annual **Talent Show** is a highlight of the year.

Celebrating Achievement

Feeling a sense of achievement and receiving recognition for hard work and perseverance are key to developing a pupil's confidence, resilience and a life-long love of learning. Our pupils' achievements are recognised through our weekly achievement assemblies and parent invited 'End of Term' awards.

Role Models

Our pupils are surrounded by positive female and male role models from their own lives, community and wider world. Assemblies showcase positive role models, as do themes in Rights Respecting, Black history Month, and International Women's week. Year 6 pupils take on playground responsibilities for younger pupils, and they enjoy visits from past pupils who speak about secondary school.

Children's University and Economic Education

Outside partnerships place a key role in our outstanding enrichment provision and Children's University courses. Our pupils have consistent high-quality experiences of working with outside partners in the delivery of extra-curricular, enrichment opportunities which develop their understanding of careers and goals, as well as being aspirational role models to them ([Click here](#)).

Economic Education

Every pupil develops their economic understanding through 'The Story Project' PSHE lessons and through participation in 'My Money Week' in summer term, developing their understanding of how local businesses and enterprises operate and the crucial role they play in supporting communities.,

50 things at Welbeck

Our 50 Things offer is our commitment to ensuring all children experience a range of enrichment opportunities through our Character Curriculum, developing their resilience, empathy, respect and tolerance. [Click here](#).



Fulfilling our potential

How we do this: PSHE lessons, assemblies, Enriched curriculum, SMSC



Welbeck Personal Development Coverage Map 2025-2026

The coverage map shows what is taught and covered on a termly basis.

This aligns with whole school and key stage assembly rotas. SV denotes School Values focus

	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
Unique to Welbeck	<ul style="list-style-type: none"> Creative Play (Rules/Roles) Positive role models G&T register 	<ul style="list-style-type: none"> Talent assembly Positive role models G&T register 	<ul style="list-style-type: none"> Easter Run Positive role models G&T register 	<ul style="list-style-type: none"> Mother's Day – Art and Crafts Positive role models G&T register 	<ul style="list-style-type: none"> Father's Day Den Building Positive role models G&T register 	<ul style="list-style-type: none"> Creative Arts Week G&T register Positive role models Welbeck Wimbledon
Community and (Global) Citizenship	<ul style="list-style-type: none"> Harvest Celebration Black History role models Rights Respecting - International Day of Peace 	<ul style="list-style-type: none"> Anti-bullying week World Kindness Day UK Parliament Week Rights Respecting - Human Rights Day Rights Respecting Right to Play 	<ul style="list-style-type: none"> Women in Science week Rights Respecting - International Day of Education Kindness Week Martin Luther King Day 	<ul style="list-style-type: none"> Int Women's Day Int Day of Happiness World Health Day Women's History Month (Mar) 	<ul style="list-style-type: none"> World Cultural Diversity Day Local/Community History Month (May) LGBT Month 	<ul style="list-style-type: none"> Creative Arts Week focus World Environment Day Rights Respecting - Refugee Week
Character Curriculum assemblies	<ul style="list-style-type: none"> British Values– Democracy & School Council Talents Excellence (SV) Respect (SV) Aspirations Teamwork Challenging Stereotypes 	<ul style="list-style-type: none"> British Values Responsibility (SV) Independence (SV) Choices Self-control Tolerance Remembrance Motivation 	<ul style="list-style-type: none"> British Values Confidence (SV) Loneliness Acts of Kindness Resilience (SV) Independence 	<ul style="list-style-type: none"> British Values Honesty Community Patience British Values Motivation Empathy 	<ul style="list-style-type: none"> British Values Trust – friendships Enjoyment (Sports Day link) Confidence (SV) British Values – individual liberty Self-control 	<ul style="list-style-type: none"> British Values Courage (Refugee Week) Empathy Perseverance Honesty Achievement Personal responsibility (SV) Tolerance
Termly Health assemblies	<ul style="list-style-type: none"> Exercise & Healthy Living- healthy diet, exercise Rights Respecting – right to a Healthy Environment Safety Zone Y6 trip 	<ul style="list-style-type: none"> Online safety End of term awards – celebrating achievement 	<ul style="list-style-type: none"> Exercise & Healthy Living – sleep, oral hygiene 	<ul style="list-style-type: none"> Online safety End of term awards – celebrating achievement 	<ul style="list-style-type: none"> Exercise & Healthy Living- 1st aid 	<ul style="list-style-type: none"> Online safety End of term awards – celebrating achievement
Sustainability assemblies	<ul style="list-style-type: none"> World Food Day Recycling Week 	<ul style="list-style-type: none"> Rights Respecting- right to a clean Environment 	<ul style="list-style-type: none"> Litter picking/Green Meadows 	<ul style="list-style-type: none"> Rights Respecting – Right to a safe environment 	<ul style="list-style-type: none"> RR Right to a Healthy Environment - World Earth Day 	<ul style="list-style-type: none"> World Ocean's Day World Environment Day
Termly focuses/ Religious Celebrations	<ul style="list-style-type: none"> School Council (Democracy) Healthy Body & Mind Harvest - Allotment harvesting and cooking – Healthy eating 	<ul style="list-style-type: none"> Anti-bullying week lesson NSPCC PANTS week Advent – Fr Ian Hannukah Diwali - parents 	<ul style="list-style-type: none"> Safer Internet Day/week Children's Mental Health wk Chinese New Year - parents Eid - parents Lent – Fr Ian 	<ul style="list-style-type: none"> Empathy World Oral Health Holi 	<ul style="list-style-type: none"> SRE week Teamwork (Sports Day) 	<ul style="list-style-type: none"> Water Safety (25/06) End of year reflection Enterprise Week
PSHE lessons	The Story Project					