



Waltham Toll Bar
Academy

The Personal Development Curriculum

2023–2024



Waltham Toll Bar
Academy

At Waltham Toll Bar we believe we have a duty to educate and raise awareness of key issues for our young people beyond their academic studies.

Our Personal Development curriculum has been carefully designed to embed core values, enrich experiences and ensure our students understand the wider world and their place within it.

At the end of their time with us we aim for all our students to be able to thrive in modern British society.



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Curriculum key areas

Our curriculum is designed to eradicate the notion of disadvantage; provide equality of opportunity; instil resilience and encourage independence enabling our young people to be respectful, tolerant and compassionate citizens ready to make a positive impact to our community.

At Waltham Toll Bar, The Personal Development Curriculum is composed of **five key areas**:

1. The Waltham Toll Bar Way
2. Health and wellbeing
3. Healthy relationships
4. Championing our community and beyond
5. Living and prospering in contemporary Britain

Each of these are comprised of additional strands, which can be seen in greater detail on the following pages, along with more information about our Personal Development Curriculum, Personal Development pedagogy and extra-curricular opportunities at Waltham Toll Bar Academy.



What drives our Curriculum?

We have identified a set of curriculum aims, designed to ensure we empower Waltham Toll Bar students to make positive contributions to the world:

1. Build deep knowledge, skills and understanding in all subject areas.
 2. Develop Literacy & Numeracy to address social disadvantage.
 3. Equip our students with opportunities and experiences (within and beyond the curriculum) to develop personally. Furthering their ability to make informed and ambitious choices about their future so they can succeed in modern Britain and beyond.

Our curriculum principals:

- A curriculum that is designed to ensure that students experience a broad curriculum for as long as possible in order to support students’ learning and progression into further and higher education, training or employment.
 - A curriculum that is ambitious and designed to give pupils, particularly disadvantaged pupils and pupils with SEND, the knowledge they need to take advantage of opportunities, responsibilities and experiences in later life.
 - When designing the knowledge-rich curriculum, care is taken to ensure that it is built on sound pedagogical principles to enable our students to know more and do more, and prepare them for 21st Century life.
- Considerable thought, time and planning is devoted by all staff in ensuring that the curriculum is mapped and sequenced to complement what has been previously learned. The build-up of knowledge and the practice of skills over time is gradual so as to enable pupils to achieve clear end points.
 - Ensuring students enjoy their time in school and develop the cultural capital they need to succeed in life.
 - Providing every child, regardless of their social background, race, nationality, disability, religion, sexual orientation or gender identity, with a safe and nurturing environment in which to grow.



What is Personal Development?

We believe Personal Development incorporates:

- The explicit teaching of British Values and life in contemporary Britain
- Social, Moral, Spiritual and Cultural Education (SMSC)
- Religious Education
- A Stable Careers Programme and In Depth Awareness of Post-16/18 Options
- Character Education
- Citizenship, Personal, Social, Health and Economic Education (CPHSE)
- E-Safety
- Relationships, Sex and Health Education (RSHE)
- Extra-Curricular Opportunity.



The Waltham Toll Bar Way

The following topics describe what we want students to know, and do.

Transition and Induction

Students will gain knowledge about our school values and ethos. They will understand the way the school day operates and develop independence around managing themselves effectively in a large secondary setting. They will understand the key staff teams at the school including Safeguarding, SLT and their Head of Year Teams/Tutors. Students will understand the school's culture of safeguarding and will know how to report concerns safely and confidentially at Waltham Toll Bar. Students will become familiar with the school's way of conducting feedback, setting homework and it's expectations of student behaviour.

The Waltham Toll Bar Character

Students will understand the school's values and it's core ethos. They will be able to explain the importance of the school's values and how they fit within them. Students will be able to explain how the school's values help their own development. Students will understand the role of student voice within the school and how they can contribute towards this.

Resilience

Students will be able to explain the importance of resilience and how it helps their development. Students will understand why resilience is significant to success and be able to recognise how people can learn and grow from mistakes.



Growth Mindset

Students will be able to understand what is a growth mindset and what is a fixed mindset. They will be able to recognise both of these and learn how to develop a growth mindset as well as it's benefits to them. Students will learn strategies to help them achieve future success.

Respect and Reasoned Argument

Students will learn why it is important to show respect. They will learn how they can evidence and substantiate arguments to help them form valid opinions they can confidently present. They will learn how different peoples will have different perspectives on an issue and how these should be listened to and understood rather than dismissed or ignored. Students will learn how to debate confidently and respectfully to stop a difference of opinons becoming a falling out. Students will learn how to think critically about the sources of information and apply this across the school's curriculum.

Aspiration and Ambitions

Students will learn to embrace high aspirations and regularly reflect on these as they progress through their time at the academy. They will understand how to set goals and how to overcome challenges. They will learn the skills and habits of successful learners and translate these to their own study.

Metacognition

Students will understand the science behind learning and the parts of their brain that allow learning and memorising to take place. Students will discover practical strategies for learning and be able to apply these to their own academic study. Students will begin to understand their own cognitive behaviours and how they can maximise their learning and education throughout their time at Waltham Toll Bar.



Health and Wellbeing

The following topics describe what we want students to know, and do.

Understanding the Body

Students will understand the different parts of the body including muscle groups so they are able to keep themselves healthy. Students will understand how their bodies change and develop over time (including puberty) and how they can keep themselves fit during bodily and hormonal changes. Students will learn the differences between how the male and female bodies change and the science behind this.

Physical Health and Fitness

Students will understand the links between physical fitness and mental health. They will learn the characteristics of a healthy lifestyle including exercise, healthy weight, the risks of inactivity and strategies for staying fit and healthy. Students will learn the science behind staying healthy and the positive implications this has for their mental wellbeing. They will understand why people donate parts of their body and the religious/ social implications of this.

Health and Hygiene

Students will learn about germs, bacteria and viruses and how these can be spread. They will learn about the benefits of good oral health and how to check their own bodies to ensure they are healthy, including self examination and screening in KS4. Students will understand how vaccinations are able to combat diseases and the science supporting this.

Healthy Eating

Students will understand what constitutes a health diet. They will understand calories and nutrition and how to plan and prepare healthy meals. Students will know the risks associated with poor diet such as weight gain, oral decay and mental wellbeing.

Mental Health and Emotional Wellbeing

Students will understand the range of emotions and how to confidently communicate about these. They will understand how physical fitness corresponds to positive mental wellbeing. They will learn the importance of supporting others, and receiving support for emotional concern and that positive mental wellbeing is linked to connectivity with others.

Students will understand the early warning signs of mental wellbeing concerns and common types of mental ill health such as anxiety and depression. Students will learn to assess how their own actions have a positive or negative impact on sombodies mental health and wellbeing. Students will also learn a range of strategies for supporting themselves with mental health and anxiety.



Drugs, Alcohol, Tobacco and addiction

Students will know the up to date legislation and facts around legal and illegal drugs. Students will understand the risks associated with drug use including the link to mental health and wellbeing. Students will know the law related to possession of illegal substances, the physical risks and psychological risks of alcohol. Students will understand what is meant by county lines and the risks posed to young people. Students will learn about the risks posed by other forms of additiction such as gambling.

Personal Safety

Students will gain knowledge about criminal offences, road safety (including cycling), e-safety and the safe use of mobile technology. Students will understand the risks posed to North East Lincolnshire by crime and how to manage pressure to commit risky behaviours such as carrying illegal items. Students will understand what county lines is and how to spot the signs of somebody being coerced into holding illegal items. Students will understand the law around assault, damage to property and violence including violence against protected characteristics within the UK.

First Aid

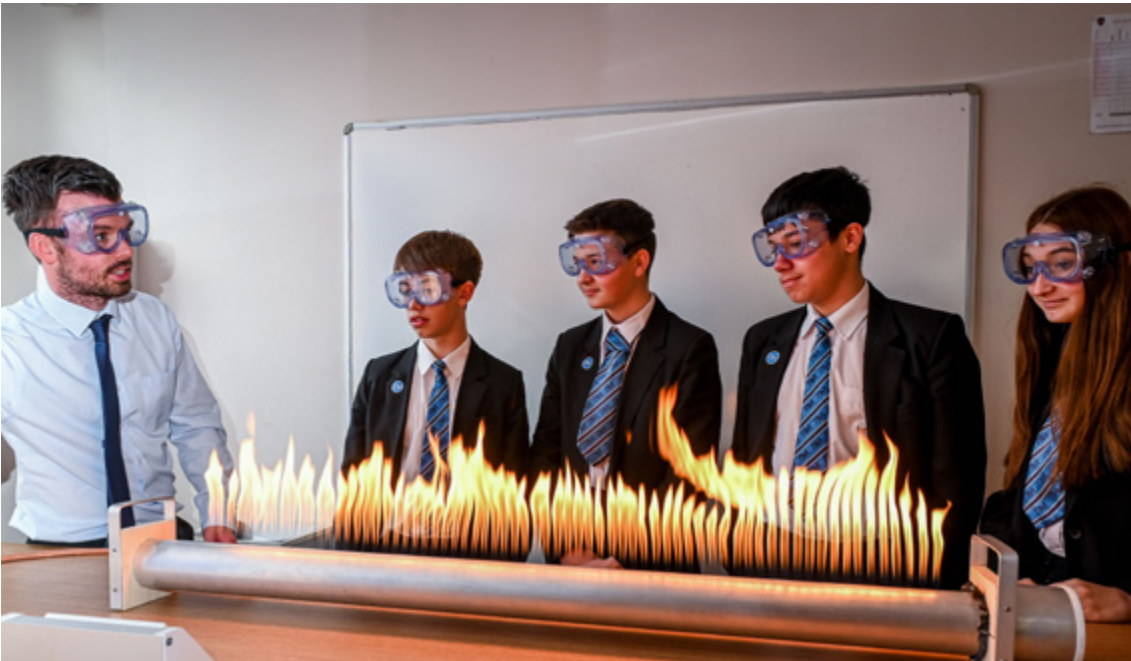
Students will understand what First Aid is and basic first aid strategies as well as what to do in a variety of situations. They will know common first aid approaches such as CPR and the Recovery Position. Students will understand how to contact the emergency services and deal with common injuries.

Addiction

Students will understand the physical and psychological risks of addiction to legal and illegal drugs; including alcohol and tobacco. Students will gain awareness of the risks of legal, prescription, drugs and the harms that can be caused through usage of addictive materials. Students will know how to seek help for addiction and strategies that can be used to quit.

Pregnancy

Students will understand the biology behind pregnancy and how people become pregnant. They will know the changes the body goes through during pregnancy and what constitutes risky behaviours during pregnancy. Students will learn the facts around pregnancy including miscarriage.



Healthy Relationships:

Relationships and Sex Education (RSE)

The following topics describe what we want students to know, and do.

Intimate Relationships

Students will learn how to recognise the characteristics of a healthy relationship including respect, consent, trust, shared interests, values, friendship and sex. Students will understand how relationship will be impacted by choices they make in both a positive or negative context. Students will learn how positive relationships can have a positive impact on emotional health and wellbeing and how negative relationships can have the opposite effect. Students will learn how to identify if they, or someone else, is in an unhealthy intimate relationship and where they can go for support or advice. Students will learn how the use of legal and illegal drugs can create risky sexual behaviours and where they can get advice and support on this. Students will learn where they can go to get sexual health advice and treatment in their local area.

Students will learn about the choices relating to pregnancy, including legal guidance, adoption, abortion and where they can turn to for additional help and support. Students will understand consent and how it is illegal to pressure others into sexual activity. Students will learn about non-sexual intimate relationships and the choices they have regarding their own sexual activity. Students will understand the legality around sex in the UK and how to identify if they are being pressured into sexual relationships. Students will learn about reproduction and reproductive health and how fertility can be impacted by lifestyle choices.

Sexually Transmitted Diseases

Students will learn the different methods in which Sexually Transmitted Infections (STIs) are transmitted. They will learn about the different prevalence of STIs including HIV/ AIDs.

Contraception

Students will know the risks of unprotected sexual activity and how to reduce these through effective use of contraception. Students will be made aware of a range of contraceptive choices and the different ways they can access these in the UK. Students will understand the importance of safe sexual contact and how to ensure risks are minimised.

Being Safe

Students will understand the law relating to sexual consent, harrassment, grooming, coercion, rape, FGM, forced marriage, honor based violence, domestic abuse and how these can affect relationships. Students will recognise how consent can be given and withdrawn and how to recognise when consent is given from others. Students will learn how to confidentially report any concerns they have around their own relationships.

Healthy Relationships:

Friendships

The following topics describe what we want students to know, and do.

Online Safety

Students will understand that the laws and regulations regarding relationships are the same online as in person. They will learn that the same laws around behaviours apply in an online context and the consequences that can arise for risky online behaviours. Students will know their rights and responsibilities as a user of online platforms and the risks associated with some of these. Students will understand online risk including the sharing of personal information or intimate imagery. They will know how any material shared online can be shared with others and the difficulties of removing such materials. Students will know where to report harmful material online and where they can receive support if they are ever a victim of online action.

Students will understand the impact of viewing harmful or sexually explicit online materials and how pornographic and intimate materials do not present a realistic perspective of intimate relationships. Students will understand how they way imagery is presented online can give them a negative perception of their own bodies and how this is not realistic of society. They will learn how the sharing and viewing of indecent imagery of people under the age of 18 is a criminal offence which can lead to serious criminal penalties. Students will learn the financial risks of online behaviour and how to recognise potential financial scams online. Students will understand the signs of a risky online relationship and where they can report these, including the use of online video gaming and e-sports.

Healthy and Respectful Friendships

Students will understand the signs and characteristics of healthy and respectful friendships (including online friendships) which are built on trust, respect, shared values, honesty, kindness, boundaries and consent. Students will learn how to manage friendships including managing conflict and ending relationships. Students will learn strategies for improving their friendships and being a better friend to others.

Students will learn how preconceived ideas of others can be damaging and how they can work to combat prejudice. Students will understand the UK Protected Characteristics including race, religion, sexual orientation and disibility and ho they can ensure all people are treated equally in their friendships. Students will understand how they should be treated with respect in British society and how they should treat others, including tolerance and understanding of other people's belifes. Students will learn how we are all equal under UK law and how the 2010 Equality Act protects all people in Britain from discrimination.

Students will learn about bullying and the different forms this can take, including cyberbullying. They will understand the impact of bullying on young people and how they can report bullying in our school and in society. Students will understand how some behaviours in friendships are illegal such as coercion and sexual harrassment.

Championing our Community and Beyond

The following topics describe what we want students to know, and do.

Living and Working in North East Lincolnshire

Students will understand the diverse socio-economic structure of North East Lincolnshire. Students will learn about the 7 priority sectors of North East Lincolnshire and how new technologies are changing the industrial framework of our region. Students will understand and appreciate the challenges of living and working in North East Lincolnshire and learn how they can make a positive contribution to our community.

Knowing our Community

Students will learn about the profile of our region including population, health, employment and deprivation. Students will understand the historical reasons for the respective growth and decline of North East Lincolnshire and evaluate what the future holds for our community.

Taking an active role in Society

Students are encouraged to become active in our society and beyond. They will learn about key figures who have made a difference to British society and how they did so. Students will understand that change is brought about by committed and hard-working people. All students are encouraged to make a change in their region. Students will understand how the Academy works in partnership with local organisations to improve the lives of people in North East Lincolnshire.

Tackling Inequality in Britain

Students will understand the reasons for different levels of equality in Britain, both historical and recent. They will understand why certain regions of the UK experience greater levels of development and evaluate the impact this has on different British communities. Students will be made aware of how their actions can impact inequality and how they can champion equality for all people in Britain.

Contributing to British Society

Students will understand how we all have a duty to improve British society and influence positive change. Students will learn how their behaviours can create both positive and negative outcomes for those around them. Students will understand how small actions can lead to significant outcomes and learn about current campaigns in the UK.

Democracy and UK Government

Students will know what is meant by parliamentary democracy and the role of the government in the United Kingdom including the monarchy. They will understand the roles of a Member of Parliament and how they are elected by the people. Students will learn about the role of the Prime Minister and how they are held accountable. They will understand the different levels of government in the United Kingdom including local, regional and national.

UK Political Parties and Representation

Students will understand and appreciate the diverse nature of Politics in the United Kingdom. They will understand the similarities and differences between the main UK Political Parties and be able to place themselves on the political spectrum. Students will understand why there is debate over political positions within the UK and how to hold a reasoned argument about this.

Students will learn how all people of the UK have a right to political representation and how this has been achieved through the work of groups such as the Suffrage Movement.

The Nature of the UK Constitution

Students will understand how the UK has an uncodified constitution and the benefits and problems this brings to British politics. Students will understand how Parliament is sovereign in Britain and the different branches of UK government.

The UK Legal System

Students will understand the role of judges in the UK and how the UK legal system operates. They will learn about the role of the police in keeping people safe and how they can also be held to account. Students will learn how all British people are subject to the Rule of Law.

Britain in the World Today

Students will learn how Britain and British ideals have shaped the world. They will be able to explain how Britain has had a positive and negative impact on its former colonies and discuss the legacy of the British Empire. Students will understand how Britain continues to be a significant influence on the world stage through participation of international organisations such as NATO and the UN. Students will evaluate problems facing the world today including the Climate Crisis and the Ukrainian Conflict and Britain's role within challenging these.

Worldwide Culture and Diversity

Students will learn about a range of different cultures and communities within the world today. They will be able to appreciate the differences of other cultures and have respect and tolerance for the beliefs of others. Students will understand the ways other cultures have contributed to the world they live in.



Living and Prospering in Contemporary Britain

The following topics describe what we want students to know, and do.

A stable Careers Programme

Students will know there are many different pathways to future careers and various routes from education into the workplace. They will understand how education is preparing them for their future employment and the different employment opportunities available to them. Students will be able to discuss their career aspirations and develop strategies for how to achieve these. Students will receive independent careers advice supporting them to reach their employment goals.

Educational Pathways at Post 16 and 18

Students will know the many different options available to them once they leave Waltham Toll Bar Academy. They will understand the range of options available to them at KS4, KS5 and Post 18 for future study. Students will be offered experiences with local providers and the ways they can be accepted onto different programmes of study. Students will understand the range of qualifications available to them including GCSEs, A-Levels, BTECs, Apprenticeships, Degrees and T-Levels. The school will work in partnership with regional educational providers to ensure all students have a range of options when leaving the Academy.



Work in the 21st Century

Students will know the difference between different types of employment including self-employment and part time work. Students will understand contracts and their rights under UK employment law. Students will learn about taxation and how this is used in British society. Students will learn about the changing nature of work in the UK, including the use of technology, and the impact this has on skills needed for employment

Experiences of the Workplace

Students will understand how to access work experience. Students in KS4 will be offered the opportunity to have a week out of the academy on a work experience placement. Students will learn how to make contact with employers and organise placements.

Employability and Job Applications

Students will understand how to apply for jobs, how to produce a covering letter and write a CV. Students will understand where they can search for employment in the UK, including the use of new media. Students will understand how their online profile can impact their job applications. Students will learn how volunteering and extra-curricular activities can be valuable when securing employment opportunities.

Trade Unions and Workers Rights in the UK

Students will learn about the roles Trade Unions play in the UK and how Unions protect the rights of workers. Students will explore the impact of Unions in the UK and evaluate why professionals have union membership.

Financial Awareness and Management

Students will understand the purpose and function of money in Britain. They will know practical strategies for budgeting and how to effectively manage their money. Students will know about income and expenditure. Students will know about risks to their financial wellbeing including gambling and how this can become addictive. Students will learn where they can get independent financial support and the difference between secure and insecure forms of financing including payday loans and buy now, pay later schemes.

Economic Literacy

Students will know the key economic terminology used recognise the significance of the economy on their daily lives. Students will understand how the UK economy is set and the different factors that influence government economic decisions. Students will understand different forms of income and expenditure including VAT, Pensions and Insurance.

British Values

Students will understand core British values including Democracy, the rule of law, individual liberty and mutual respect and tolerance. Students will develop respect and appreciation for those who have a positive impact on British society and public services.

Culture and Diversity

Students will know about the range of different cultures in the UK. They will understand how North East Lincolnshire has developed a multicultural population and the positives this brings to our community. Students will understand the importance of celebrating different cultures and why they should be accepting of different cultures in Britain. Students will also learn about potential areas of conflict between different cultures over law and expectations in society. Students will understand how Britain is becoming more influenced by different cultures over the most recent decades.

Rights and Responsibilities of UK Citizens

Students will learn how they can positively contribute to British society. They will understand the role of charity in the UK and learn a range of ways they can help others. Students will understand that every individual in the UK is protected under the law. Students will learn to take responsibility for their own actions and understand they have freedom of choice when making decisions. Students will be encouraged to contribute to the wider society.

Respect and Understanding

Students will learn about the importance of respect and understanding for all peoples. They will understand how tension can be created between people over their rights and responsibilities and how to respectfully challenge others without it becoming hostile.

Discrimination and Prejudice

Students will understand inherent privilege (white, male, physically fit) and learn how to combat discrimination in British society as well as the difference between conscious and unconscious bias. Students will understand how discrimination can take multiple forms and how they can challenge this.

Climate Awareness

Students will understand the Climate Crisis and the impact this is having around the world. Students will learn how they can combat climate change at an individual and national level. Students will understand how international organisations are working to combat climate change and evaluate the impacts these are having.

Media Consumption

Students will understand a range of modern media, including emerging new medias. They will learn about the difference between reliable and unreliable sources of information and how to decide if something is a credible source. Students will understand the dangers of social media and the impact it has on young people. Students will learn about the media portrayals of different peoples within the UK.

Living and Prospering in Contemporary Britain: Religious Education

The following topics describe what we want students to know, and do.

Religious Communities

Students will understand the rights and responsibilities of different peoples in the UK. Students will know why religious communities are important to the United Kingdom and understand what they can learn from different religious peoples.

Spirituality and Belief

Students will understand the ways different religious groups approach life. Students will consider a range of different religious views on life including the secular approach. Students will be able to consider a range of beliefs and values and respectfully consider the beliefs of others.

Tolerance and Respect for Religion

Students will be able to respectfully and confidently discuss different faiths and beliefs in modern Britain. They will understand how faiths differ across the world and the difference between British interpretations of faith and others. Students will evaluate religious views on a range of contemporary issues such as war, crime and punishment, abortion, protected characteristics, euthanasia, the family and relationships.

Religious beliefs and Traditions in Britain

Students will assess how different faiths measure important questions and the differences and similarities in their world views. Students will be able to explain the different religious festivals in the UK and their associations with a range of faiths in modern British society.

Religious Texts and Knowledge

Students will understand how religious beliefs are transmitted through texts. They will know the different religious texts of different faiths and how these inform religious beliefs. Students will understand different philosophies of religious groups and how sacred texts are used to help believers find answers to the ultimate questions of life.

Religious Guidance

Students will understand how religious stories have been passed down over time. They will learn if God can ever be understood and the different interpretations religions have of God. Students will evaluate the impact religion has had on British life and law and whether religion still influences Britain today. Students will develop their own insight into questions of meaning and truth. Students will use religious interpretations to answer ultimate questions about God.

Personal Development implementation

All students receive a timetabled lesson of CPHSE per week which ensures all statutory components are delivered in depth by trained educators.

These lessons form the basis of our students Personal Development education but are not in isolation. Students also have a form period a week dedicated to Personal Development and a weekly assembly delivered by their Head of Year or Senior Leadership.

We believe the teaching of Personal Development is the responsibility of every teacher at Waltham Toll Bar Academy. All curriculum areas believe in the Personal Development of our young people and departmental curriculums are created to interweave key learning and allow students to interconnect their learning throughout each academy day. Our staff also act as role models for our young people in demonstrating and upholding the Academy's values in their behaviours and attitudes around our site.

The Academy also ensures Personal Development is brought out of the classroom and all students will experience focused sessions on areas of Personal Development delivered by community or national experts. We are always searching for ways to bring the Personal Development Curriculum to life for our young people and will continue to do so throughout their time with us.

The 2023-24 Implementation of the Personal Development Curriculum will include:

- CPHSE lessons with a specialist, trained teacher
- Assemblies
- Form Periods
- Extra-Curricular and enrichment activities
- Trips and Educational Visits
- Personal Development Focus Sessions
- Interweaving of Personal Development into all subject areas
- Work Experience Opportunities
- Independent Careers and Post 16/18 Advice
- Awareness of issues of Local or National Concern
- Personal Development Days.

Students are also given a range of opportunities to engage with wider school life and make a meaningful contribution to the Academy. Academy councils give all students the opportunity to debate and influence school policy, students can be chosen as chairs of the different school societies, and we have the prestigious Student Ambassador Programme which helps to give our young people an experience of leadership as they represent the school at a range of events throughout the year. We are proud of our young leaders and value the contribution they make to school life.

Celebrating personal development

At Waltham Toll Bar we believe students demonstrating outstanding personal development should be rewarded as much as their peers demonstrating academic success.

Students can achieve the Waltham Toll Bar Personal Development Award which celebrates their personal development achievements throughout the academic year.

Student Personal Development is also celebrated and promoted to all our stakeholders in a range of ways such as: the Families Newsletter, Staff Bulletin and through our social media accounts.



We are proud to be:

We appreciate awards, licenses and partnerships do not make a school successful. However, we are proud to have achieved the ones below which show the dedication of our staff and students to Personal Development.



Extra curricular experiences at Waltham Toll Bar

We believe that success should not only come in the classroom, during our time with us, we want our young people to find their passion beyond the academic and have the opportunity to grow and nurture this. We want our young people to find new talents and pursue these in a supportive and dynamic environment. We have a commitment that every child, can choose to take part in extra-curricular activities, trips and community engagement throughout their time in school.

Our 2023–24 offer includes such enrichment activities as:

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| • Chess Club | • School Newspaper | • Science Society |
| • Debate Mate | • Future Chef Society | • E-Sports Society |
| • School Choir | • Photography Club | • EqualiTea |
| • Netball | • Athletics | • Clothes Making |
| • Basketball | • Warhammer Society | • Book Clubs |
| • Football | • Board Games Club | • Baking Society |
| • Ecology Society | • Cross Stitch Club | • British Sign Language |
| • Dance Club | • Art Club | • Creative Writing |
| • Cross Country Running | • Traybake Society | • Guitar Lessons |
| • Cricket | • Rugby | • STEM Society |
| • Drama Society | • Tap Dancing | • Air fix Model Club |
| | • Wellbeing Workshop | • Animal Lovers Society |

Educational visits, trips and residential experiences

Students will have opportunities to experience wider British society through educational visits, residential experiences and school trips. These will support their academic learning and Personal Development as well as giving our young people a range of rich, cultural experiences. Students will also all have the opportunity to experience additional trips through the school rewards initiative, school council or extra-curricular trips.

We pride ourselves on achieving the school Games Award for our commitment to providing sporting opportunities for our students. Our students understand that being a member of a Waltham Toll Bar Academy sports team is a privilege and comes with additional responsibilities, as they get the opportunity to represent our school with pride.

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