

Padgate Academy

Personal Development



2026-2027



Values

Our core values are underpinned in everything we do, guiding our actions and decisions to ensure a supportive and enriching environment for all.

At Padgate Academy, we believe in fostering an environment where everyone can thrive academically, personally, and socially. Our core values, encapsulated in the acronym PRIDE, serves as the foundation upon which our school community stands.

Positivity



- Communicate positively and respectfully.
- Be punctual, equipped, and always ready to learn.
- Actively participate in class discussions and activities.
- Demonstrate kindness and inclusivity towards others.
- Respect differences and celebrate diversity.

Resilience



- Persevere through difficult tasks.
- Seek help when needed.
- Learn from setbacks.
- Handle conflicts or disagreements with a positive outlook.
- Be adaptable and flexible when change happens.

Integrity



- Be truthful and uphold honesty.
- Act ethically in our actions.
- Take responsibility for our actions and choices.
- Be a trustworthy member of the school community.
- Understand our responsibilities within the local community.

Determination



- Set and work towards ambitious goals.
- Always demonstrate a consistently high effort.
- Use challenges as opportunities for growth and improvement.
- Demonstrate commitment to extracurricular activities and personal interests.
- Demonstrate high levels of focus.

Endeavour



- Strive for excellence in all that we do.
- Demonstrate continuous commitment to learning and self-improvement.
- Aspire to achieve the very best for which we are capable.
- Take advantage of opportunities, even if they seem hard.
- Be dedicated in completing all that we set out to achieve.



Vision

At Padgate Academy, Personal Development is at the heart of our vision. We provide a broad and ambitious programme that prepares students for the opportunities, responsibilities and experiences of later life.

Guided by our PRIDE values, we empower students to become confident, resilient and socially responsible individuals. Through our accredited Character Education provision and nationally recognised Character Quality Mark plus, students develop the character, values and leadership skills needed to thrive in school, contribute to their communities and succeed in later life.

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- P** positivity
 - R** resilience
 - I** integrity
 - D** determination
 - E** endeavour

Our Personal Development curriculum is designed to ensure that every student is equipped with the knowledge, skills and experiences needed to flourish in society and achieve future success. Built on a carefully sequenced, age-appropriate curriculum, our provision encompasses PSHE, RSHE, Citizenship, Religious Education, SMSC, British Values and Careers Education, Information, Advice and Guidance (CEIAG).

Personal Development is delivered through a range of opportunities, including PRIDE lessons, tutor time, assemblies, enrichment activities, subject curriculums, educational visits and wider school experiences. This approach enables students to develop confidence, resilience, wellbeing and an understanding of how to make safe, informed and responsible decisions.

Alongside this, we place a strong emphasis on character development, nurturing the moral, civic, intellectual and performance virtues that enable young people to flourish. Through a culture of inclusion, respect and belonging, students are encouraged to contribute positively to their communities and are fully prepared for the next stage of education, employment and adult life.



Intent

We aim to:

- Develop responsible, respectful, healthy and active citizens.
- Foster strong moral, civic, intellectual and performance character virtues.
- Promote wellbeing, resilience, confidence and positive mental health.
- Champion equality, diversity, inclusion and a sense of belonging.
- Enable students to stay safe, build healthy relationships and make informed choices.
- Prepare students for future education, employment and adult life through a progressive CEIAG programme.
- Broaden horizons through enrichment, leadership and experiences beyond the classroom.
- Develop active citizenship, pupil leadership and community engagement.
- Promote understanding of local, national and global issues.
- Prepare students for life in modern Britain through the promotion of British Values.



Implementation



Personal Development

P.R.I.D.E sessions

Our PSHE/PSME curriculum that promotes wellbeing, character, inclusion, citizenship, equality, safeguarding and preparation for future education, employment and adult life.

C.A.S Enrichment

Creativity, Activity and Society
Our enrichment offer provides meaningful opportunities for students to develop character, broaden their experiences, pursue their interests and prepare for successful futures.

Careers CIEAG

Provides students with insights into various professions, fostering informed decision-making and empowering them to align their passions with future opportunities.

Student Leadership

Student leadership opportunities cultivate essential skills like communication, collaboration, and decision-making, empowering young leaders to effect positive change within Padgate and beyond.

Curriculum

Our curriculum develops knowledgeable, confident and responsible learners who are equipped with the skills, values and aspirations needed for life beyond school.

Tutor time

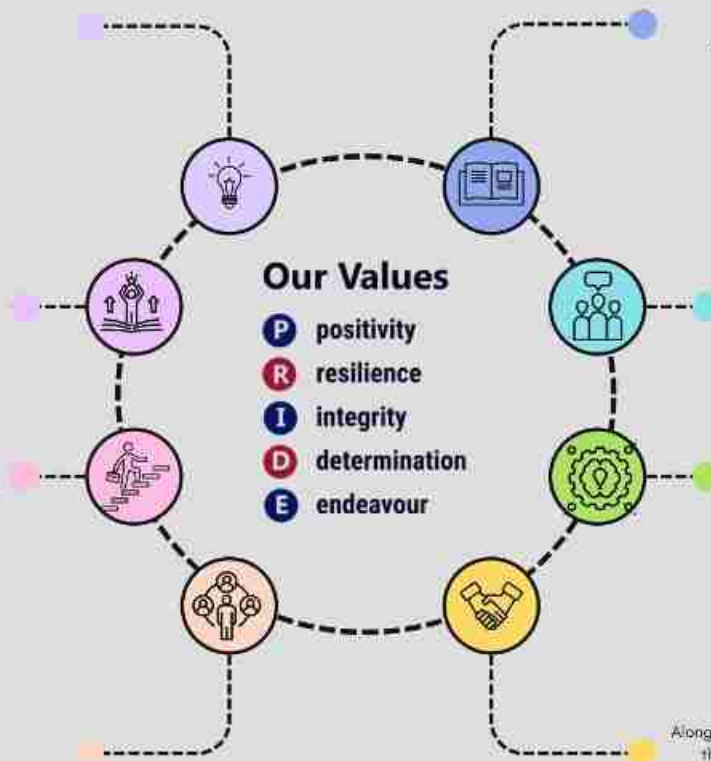
Tutor Time provides a structured programme of activities that supports students' personal development, wellbeing and academic success, while fostering positive relationships, effective communication and a strong sense of belonging.

Character education

Through the development of moral, civic, performance and intellectual virtues, students build the character, confidence and resilience needed to thrive in school and flourish in life.

Belonging and inclusion

Alongside our values and our ethos we ensure that SMSC, British Values and Citizenship education develop respectful, responsible students who value diversity, embrace equality and contribute positively to their communities.





Character Education



At Padgate Academy we aim to make our students creative and confident builders of their future, enabling them to be the best version of themselves, whilst mirroring the values of the school.



Caught

Environment

Character can be cultivated within a supportive school community grounded in a defined ethos.

At Padgate Academy, we believe in fostering an environment where every student can thrive academically, personally, and socially. Our core values, encapsulated in the acronym PRIDE, serve as the foundation upon which our school community stands:

- Modelling the P.R.I.D.E values at all times.
- Referring to the student charter and ATL system, making explicit links to the language.
- Rewarding students for making good choices about their character.
- Recognition which highlights the importance of character traits and inspires students to emulate these virtues in their daily lives.



Taught

The Curriculum

Character can be instilled through curriculum areas focused on the explicit teaching of virtues and character.

- **PRIDE lessons** PSHE, RSE, Citizenship and RS content to delve into the concepts of character and virtue.
- **Subject areas** identifying opportunities to include virtue and character.
- **Careers curriculum**, fostering the development of the character traits and virtues essential for future life.
- **Tutor time**, offering a daily platform for discussing and reinforcing character and virtue principles.
- **Assemblies**, serving as gatherings to celebrate the importance of character and virtue in Academy life.



Sought

Enrichment

Character can be developed through deliberate experiences both within and outside the curriculum

- Student Leadership opportunities.
- C.A.S extra-curricular activities.
- School events and workshops.
- Trips and experiences in new environments.
- Tutor time timetable that fosters inquiry, news, and debate.
- External speakers to motivate pupils' character development.
- Careers and work experience.
- Opportunities to be active citizens within their school and the community.
- Performances and events.
- TCAT collaborations.
- Local and national competitions.
- Celebrating key dates fosters an inclusive school environment.

PADGATE ACADEMY



Civic Values	Intellectual Values	Moral Values	Performance Values
Service	Reflection	Courage	Resilience
Neighbourliness	Focus	Compassion	Perseverance
Citizenship	Endeavour	Gratitude	Determination
Community awareness	Critical thinking	Justice	Leadership
Volunteering	Reason and judgement	Honesty	Teamwork
Social justice	Curiosity	Humility	Confidence
	Resourcefulness	Modesty	Motivation
	Open-mindedness	Self-discipline	Ambition
	Wisdom	Tolerance	Problem-solving
	Creativity	Integrity	Communication
		Friendliness	Positivity
		Respect	
		Trust	

Value language

Virtues are the building blocks to fulfilling one's potential, playing a foundational role in human flourishing.

Using this language to promote and cultivate virtues, whilst integrating them into all aspects of education will support students to understand their meanings, practice them, and apply them in their lives.

Character Curriculum



Character Curriculum Ambition

The Padgate BUILD Awards, is a new spiral character curriculum programme designed to guide students through their own personal development journey and help them thrive becoming the best versions of themselves. Delivered through our PRIDE curriculum, is dedicated to nurturing character virtues, with age-appropriate and stage-related learning and reflection that ensures every student can engage with and understand the core principles of character development.

Why Character Matters:

Our belief in the power of character is supported by research from the Jubilee Centre for Character and Virtues, which highlights how fostering key traits like resilience, integrity, and empathy in young people is crucial for flourishing in society. The Jubilee Centre for Character and Virtues emphasises the importance of character education in schools, stating:

"Character is largely caught through role-modelling and emotional contagion ... Character should also be taught: direct teaching of character provides the rationale, language and tools to use in developing character elsewhere in and out of school." jubileecentre.ac.uk

Also drawing on the wisdom of Aristotle, who argued that virtues shape our character and contribute to our happiness, we aim to help our students become well-rounded, thoughtful, and capable individuals. Aristotle defines practical wisdom (or phronesis) as:

"Phronesis is the virtue of the mind that allows us to make good decisions in our actions. It is concerned with how we act in the world, rather than just knowing what is right."

Padgate Academy is proudly accredited with the ACE (Association for Character Education) Quality Mark, recognising our commitment to excellence in character development. Our Padgate BUILD Awards programme, will ensure our students are not only prepared to succeed, but to lead with virtues needed to flourish.

By participating in the BUILD Awards, students not only gain recognition and celebrate their achievements through an end-of-year ceremony, but also develop a deeper understanding of who they are, who they aspire to become, and how they can contribute meaningfully to the world around them. Through this journey, they are encouraged to cultivate virtues in balance—striving for the Golden Mean, where qualities such as confidence, kindness, and courage are expressed with wisdom and self-awareness.

THE BUILD CHARACTER AWARD



YEAR 7

BEGIN



YEAR 8

UNITE



YEAR 9

INSPIRE



YEAR 10

LEAD



YEAR 11

DRIVE

P.R.I.D.E



Curriculum timetabled lessons every Friday morning

Age and stage related topics



Transition & Friendships

- Building healthy friendships, understanding relationship values, and managing change.
- Address bullying, challenges in friendships, and reflection on social skills and character.

Relationships & RSE

- Intimate relationships, consent, coercive control, sexual harassment, and sexual health.
- Online influences, pornography, unhealthy relationships, and respect for protected characteristics.

Health & Wellbeing

- Mental, emotional, and physical wellbeing: resilience, stress, body image, puberty, and self-care.
- Healthy lifestyles, hygiene, substance awareness, personal safety, and risk management.

Emotional Wellbeing & Safeguarding

- Building resilience, managing emotions, and maintaining mental health.
- Personal safety, online risks, peer pressure, and awareness of harmful practices (e.g., FGM).

Living in the Wider World / Citizenship

- Rights, responsibilities, democracy, law, and global awareness.
- Community engagement, volunteering, finance (budgeting, saving, taxation), and career readiness.

Diversity, British Values & Community

- Equality, diversity, human rights, and inclusion.
- Religion, worldviews, discrimination, and ethical engagement.
- School-wide events reinforce values, character, and social responsibility.

Online Safety & Digital Responsibility

- Responsible technology use, online harms, digital footprints, and ethical behaviour.
- Social media awareness and managing online self-esteem.

Careers & Future Preparation

- Exploring careers aligned with skills and interests.
- Employability skills, CVs, interviews, further education, and decision-making for the future.

Character Education

- Padgate's BUILD curriculum incorporates character-building reflection lessons across topics to foster virtues.





Tutor time



Purpose

Tutor time is essential for providing students with a structured and positive start to the day, fostering a sense of community and belonging. It offers valuable support and guidance, helping students address any concerns and set goals, ensuring they are prepared and focused for the day's learning. Our structured timetable of events allows a rich delivery of personal development aspects.

Weekly timetable 2026-2027

YEAR	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Year 7	Character and Community	Citizenship and Society	Literacy and Learning	Assembly	P.R.I.D.E
Year 8	Character and Community	Citizenship and Society	Literacy and Learning	Assembly	P.R.I.D.E
Year 9	Character and Community	Citizenship and Society	Assembly	Literacy and Learning	P.R.I.D.E
Year 10	Assembly	Character and Community	Literacy and Learning	Citizenship and Society	P.R.I.D.E
Year 11	Character and Community	Assembly	Literacy and Learning	Literacy and Learning	P.R.I.D.E

Character & Community

- Weekly briefing, character education and Personal Development overview

Citizenship & Society

- SMSC, British Values, current affairs and global awareness including platforms LYFTA, The Day and Skills Builder

Literacy & Learning

- Reading, revision skills and independent learning

PRIDE

- PSHE, RSHE, careers, wellbeing, Character, CEIAG, RS and healthy positive choices curriculum lessons.



Tutor time



Weekly live notice boards are displayed at the start of every Tutor time:

Year 7 Tutor Time 1st -6th September 2026 Week A

The week ahead:

Monday	Tuesday	Wednesday	Thursday	Friday
Character and Community	Citizenship and Society	Literacy and Learning	Assembly	PRIDE

Building Character:

Notices:

Welcome to Padgate Academy

Lessons start Wednesday Period 3

Remember to take all your belongings with you every lesson.

If you get lost, just ask any staff or student, we are all here to help you.

British Values:

Tolerance:
Appreciating and respecting different views, beliefs and backgrounds, even when they differ from your own.

Culture and Community:

All month - East and South East Asia Heritage Month

All month - Move More September

Daily prompts and reminders, set the tone and expectations:

Are you ready to learn?

Are you equipped and ready to learn?

- Pencil case – Pen, Pencil, Ruler, Eraser, Calculator
- Appropriate school bag
- PE kit (When appropriate)

Are you meeting uniform expectations?

- Tie, Blazer, Shirt tucked in
- All jewellery removed (Single stud earrings permitted)
- School Shoes

Are you ready to go?

- Know your timetable for the day
- Phone turned off and out of sight
- Demonstrate conduct in line with the PRIDE values

End of day reflection

PADGATE ACADEMY

End-of-day Reflection

Padgate Values: What went well today and why?

Building Character: How did I make a positive difference today and how?

British Values: Tolerance: What did I learn from someone else's perspective today?



CAS enrichment

At Padgate, we believe our students deserve the very best. Through a wealth of enriching experiences, we aim to maximize and enhance every student's potential. Our students emerge as self-confident, well-balanced individuals ready to make a positive impact on society.

We believe that an exciting and enriching environment fosters a wide range of virtues, along with our PRIDE values. Our program focuses on three core strands: Creativity, Activity, and Society, inspired by the world-renowned International Baccalaureate framework. This inclusive approach strengthens students' interests, personal, and interpersonal skills while complementing their academic studies.

Here is an example of how virtues are taught and sought through enrichment.

We have woven the pillars of character—moral, performance, intellectual, and civic virtues—into activities like drama, music, cooking, and language clubs, providing students with diverse opportunities to grow and flourish. Through these strands, students develop moral virtues like respect and empathy, performance virtues such as perseverance and resilience, intellectual curiosity, and critical thinking, while also fostering civic virtues through collaboration and responsibility. This integrated approach ensures that students not only excel academically but also build strong character traits that prepare them for life beyond school.

Civic Virtues	Intellectual Virtues	Moral Virtues	Performance Virtues
Service Community Volunteering	Creativity Critical thinking	Courage Respect Honesty	Leadership Teamwork Problem Solving

Student Leadership



Student leadership is crucial for developing our students' character and preparing them for life beyond Padgate Academy. Investing in student leadership directly shapes the future leaders of our schools and communities. At Padgate, we believe all students should have the opportunity to actively participate in Academy life, contributing to both the wider improvement and the overall learning experience. Students can apply for these roles in the Summer and Autumn term.

Year 7 Development Leaders

***Focus:** Engagement, events, early leadership development, value awareness.*

Year 8 Associate Leaders

***Focus:** Peer support, events, project involvement, understanding virtues.*

Year 9 Assistant Leaders

***Focus:** Mentoring, events, whole school representation, building character.*

Year 10 Deputy Leaders

***Focus:** Advising, events, whole-school involvement, leading values and virtues.*

Year 11 – Senior Leaders

***Focus:** Legacy, decision making, events, whole school impact, embodying values and virtues.*

Other Leadership opportunities:

- Form representatives
- TCAT Challenge *(Year 8)
- Mental Health Ambassadors
- TCAT Parliament (*Year 7-9)

British Values, SMSC and Cultural Life at Padgate



At Padgate we ensure pupils grow into responsible, respectful and confident individuals through the promotion of British Values, SMSC (Spiritual, Moral, Social, Cultural development) and a wide range of cultural and enrichment opportunities, some are outlined below:

Promoting British Values

- Democracy – Pupil voice through student leadership, class discussions and voting on whole-school decisions.
- Rule of Law – Clear expectations, restorative approaches, and visits from local police and services in assemblies.
- Individual Liberty – Encouraging independence, safe choices and celebration of personal achievements.
- Mutual Respect & Tolerance – Learning about and valuing differences through curriculum, assemblies and events.

SMSC in Action

- Spiritual – Reflection in assemblies and lessons; celebrating festivals of different faiths.
- Moral – Debating topical issues during lessons and during Tutor time; learning about fairness, justice and responsibility.
- Social – Leadership roles, charity fundraising and community projects.
- Cultural – Exposure to literature, art, music and traditions from different cultures and communities.

Enrichment & Cultural Opportunities

- Assemblies – Weekly assemblies highlight values, world events and celebrations, often with guest speakers to inspire and broaden horizons.
- Speakers & Visitors – From charities, faith groups, local services and inspirational individuals.
- Trips & Visits – Museums, galleries, theatres, cultural sites and residential to deepen real-world learning.
- Events & Theme Days – Black History Month, Anti-Bullying Week, World Book Day, Remembrance, Pride Month, STEM Week to name a few.
- Tutor Time EDI Focus – Weekly slides and discussions promoting Equality, Diversity & Inclusion, tackling current issues, using The Day in Tutor time, celebrating differences and encouraging respectful dialogue in all aspects.

Careers



Our Vision for careers at Padgate Academy is to provide all of our pupils with a first-class career's education.

One which develops their skills for learning, life and employability.

Our Careers Programme Aims to:

- Inspire our young people and raise their aspirations.
- Allow pupils to explore careers and activities based around their interests and aspirations.
- Develop understanding of a wide range and variety of career options and possibilities and how this can be achieved.
- Experience a variety of employer encounters, workplace visits and higher education settings alongside enrichment trips and activities.
- Apply their knowledge and understanding of careers to their future pathway, to guide and direct them on their journey after Padgate Academy.

We ensure that our aims are met by linking everything we do to the Gatsby Benchmarks, and the needs of pupils. We ask pupils, staff and employers to rate and review all activities so that they can be evaluated for their effectiveness and impact and adapted accordingly.

