

## Personal, Social, Health, Cultural and Economic Education Policy

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## **1. Current PSHCE Provision:**

The PSHCE programme at Bethany is delivered through weekly classes in year groups, by teachers who use their specialist knowledge to engage classes in a range of classroom activities as well as through the tutor programme (Years 7 to 11) and 'Project Horizon' in the Sixth Form. As it is a non-examined subject, the use of a variety of teaching styles and media is encouraged. The programme of study is based on three core themes: 1. Health and Wellbeing; 2. Relationships and Communication and 3. Living in the Wider World, and study skills are also included. The specific objectives within the core themes are set for each year group by the subject co-ordinator which ensure continuity and progression. Teachers adapt their planning to reflect students' needs, local and national priorities. The PSHCE curriculum is in line with the Programme of Study in the National Curriculum and informed by advice from the PSHE Association (quoted excerpts below).

Careers advice is also given through the PSHCE and Sixth Form provision. This is achieved through sessions delivered both internally and using outside speakers and programmes. This is managed by the Head of Careers in co-ordination with the Head of Sixth Form (currently the same person) and the Head of PSHCE. As the school has a wide range of abilities the programme aims to offer a wide range of opportunities from school leaving age including apprenticeships, gap years, further education and other opportunities. This advice is delivered impartially, allowing pupils to make informed choices and encourages them to fulfil their potential.

Relationships and Sex Education (RSE) is delivered by the Senior Nurse to single sex groups within the PSHCE programme. The programme is informed by the Department for Education's Relationships Education, Relationships and Sex Education (RSE) and Health Education July 2020 document. Themes are also visited in a range of subjects such as science / biology and Religious Studies. Themes relating to Everyone's Invited and the Peer on Peer Abuse, Sexual Harassment and Sexual Violence are also delivered including the importance of consent.

The PSHCE provision is co-ordinated with the tutor programme, whole school assemblies, Year assemblies (online when required) and Chapels (weekly online when not in Chapel). Whole school assemblies are led by the Headmaster or SMT each week; Year assemblies are held regularly in each of the year groupings and are led by Head of Year or Head of Sixth Form, tutors or tutor groups; tutor time occurs daily and tutors have a flexible programme managed by the Deputy Head – Pastoral and is co-ordinated with the PSHCE programme or the Head of Sixth Form; Chapel is carried out by all pupils weekly. This is a time for reflection and the promotion of the Christian ethos of the school rather than of Christianity itself.

### **1.1 Key Stage 3 –**

"At Key Stage 3, pupils build on the skills, attitudes, values, knowledge and understanding they have acquired and developed during the primary phase. PSHCE education acknowledges and addresses the changes that learners are experiencing,

beginning with transition to secondary school, the challenges of adolescence and their increasing independence. It teaches the skills which will equip them for the opportunities and challenges of life. Pupils are encouraged to manage diverse relationships and the increasing influence of peers and the media. PSHCE education allows them to be more confident in addressing the challenges of effective learning and making a full and active contribution to society.”

KS 3 – once a week, rotating groups of approximately 18 students. Students are encouraged to express their views using discussion and a range of activities according to the strengths of the individual teacher.

The PSHCE programme supports the promotion of the school’s Christian values and the fundamental British values that will help pupils understand the context of British society and ensure they are able to contribute positively to the community in and out of school. Elements of SMSC are covered in PSHCE Schemes of Work through the prominence of discussions on a range of topics and the exploration of social norms, sources of support, roles within society, cultures and beliefs. Discrete lessons related to British Values are also included. Issues such as the Black Lives Matter movement will be investigated to support the development of the multicultural environment of our School.

Feedback is sought from pupils and learning is confirmed with end of topic quizzes.

## **1.2 Key Stage 4**

“At Key Stage 4, pupils extend and rehearse the skills, further explore attitudes and values, and deepen knowledge and understanding acquired during Key Stage 3. PSHCE education reflects the fact that learners are moving towards an independent role in adult life, taking on greater responsibility for themselves and others. By Key Stage 4 increasing numbers of pupils may be gaining direct experience of issues taught through PSHCE education.”

In Key Stage 4 the Christian and British values are developed further with more complex ideas being visited. A key focus is in the development of self-confidence, self-knowledge and self-esteem. More detailed information on respecting law and knowledge of institutions are covered in support of the information delivered through the tutor programme and various assemblies.

KS 4 – Y10: once a week, rotating groups of approximately 18 students. Students are encouraged to express their views using discussion and a range of activities according to the strengths of the individual teacher.

KS 4 – Y11: once a week, rotating groups of approximately 18 students. Students are encouraged to express their views using discussion and according to the strengths of the individual teacher. After Easter the timetabled weekly PSHCE sessions are used to boost the English, Maths and EAL curricula in preparation for external examinations. The groups are rotated half termly and coordinated by the Head of Maths.

Feedback is sought from pupils and learning is confirmed with end of topic quizzes.

### **1.3 KS 5 – coordinated by Head of Sixth Form.**

PSHCE in the Sixth Form is primarily delivered through Project Horizon, the Sixth Form tutors, timetabled lessons and through the Pengelly Society. 'Project Horizon' targets a variety of skills and issues such as organisation, how to revise, driving safely, teenagers and the law, interview technique, how to write CVs and letters of application. In the sixth form more depth and detail is covered with respect to public institutions (police, fire brigade, ambulance service, monarchy, church, parliament NHS, local government) and how they operate in support of the community. Coverage is also given on the democratic process and the importance within a democracy of the split of the government from the judiciary. This programme is further developed for the Year 12 during Activities Week which is carried out in the final week of the Summer Term.

#### **Current groupings:**

Year 7 and 8 taught in groups of approximately 18 with girls as a discrete group on a half termly rotation

Year 9 taught in teaching groups A,H and L with the exception of the girls who are all in their own group on an 8 week rotation

Year 10 in groups of approximately 15 on a half termly rotation with the exception of girls who are in one group together

Year 11 in groups of approximately 15 with the exception of the girls who are in one large group on a four weekly rotation until Easter after which the focus is study skills and exam preparation

Sixth Form delivered in tutor groups

All topics covered in dedicated PSHCE lessons are well-resourced. Teachers provide students with topics and sources of information. All units of work include signposting sources of support for the issues raised.

An important component of the programme is discussion and evaluation of topics and themes in group settings. This can be accomplished in tutor lessons, and/or delivered through Year assemblies. Topics and themes may also carry through from other subject areas, for example Biology and Relationship and Sex Education. Relationships and Sex Education (RSE) sessions will be delivered to students within their year group in small gender groups by the Wellness Centre.

### **1.4 Current Resources:**

The PSHCE department has a developing and growing bank of resources located in Microsoft Teams and physical resources in the Lower Common Room. These consist of leaflets, booklets, books, One Drive and on-line resources. In addition, resources for tutor time are held on One drive. Teachers of PSHCE are encouraged to develop their own range of resources, appropriate to their topics and themes and to share

these so others can use or develop the themes.. Tutors are also encouraged to expand upon their given resources.

## 1.5 PSHCE Review

In June each year staff and students are surveyed to inform the planning of the PSHCE curriculum the following year. Key aspects students enjoyed in the last review, carried out in 2019 (not last year due to Covid):

- a. Discussion, expressing own opinions freely, feeling listened to and respected by peers and teachers
- b. Relevance to their situations, learning skills needed for other subjects, life, their future.
- c. The range of interactive, fun, engaging activities and drama/role play
- d. The unique nature of the lessons (ie working with friends, less stressful/pressured than examined subjects, changing topics and teachers)

Staff responses

- a. IMPROVEMENTS: more PSHCE teaching staff feel confident to deliver the programme. Staff agree students find PSHCE lessons enjoyable and engaging
- b. AREAS TO IMPROVE Staff do not feel PSHCE lessons offer engagement and enjoyment for pupils. Staff lack confidence in assessing PSHCE
- c. Staff comments relate to:
  - i. Support/training: Confidence in managing discussions & delivering engaging lessons, resources and current research
  - ii. Changes: closer link to tutor time/Chapel/assemblies, not P7, resources, RSE
  - iii. Other comments: groupings, using PSHCE for other things

This was due to be reviewed again in June 2020 but this was not able to happen due to the enforced school closures. Mental health and key topics were delivered throughout distance teaching and learning through the tutor programme.

## 1.6 OUTSIDE SPEAKERS

The Deputy Heads liaise with key staff to invite outside speakers to discuss specialist topics like Drugs or Alcohol Abuse. In the Sixth Form, the Pengelly Society and Project Horizon often invites speakers who cover PSHCE-related themes. PSHCE time is also infrequently used for Duke of Edinburgh arrangements and Year group meetings such as Work Experience talks in Year 11 and GCSE options in Year 9.

## 1.7 PSHCE in the Sixth Form

Usually, pupils meet to listen to **presentations** led by other students and/ or by staff. These presentations cover a wide range of topics which have included supporting charity, drink driving, responsibility, the celebrity culture, identity, fraud, drugs etc. In the Sixth Form students are also encouraged to discuss the topics raised in discussion groups and these are led by their peers and by staff.

In tutor meetings Sixth Form Tutors cover the following topics with their tutees:

- Organisation, Time Management and Personal Development
- How to tackle entry into the Sixth Form
- How to improve your organisational skills
- How to improve your time management
- How to improve your concentration
- Planning ahead
- Developing your personal qualities
- Use of private study periods
- The appointment of school officials
- Getting the work / life balance right
- The Sixth Form Centre Rules / Code of Conduct
- Students hear talks on Child Protection
- Important dates for UCAS and Career Planning

Talks and discussions are also delivered through the cultural forum of **The Pengelly Society** where a variety of speakers are invited to speak after dinner about their life experiences and challenges. The aim is to broaden horizons.

**Careers' advice** and support is provided. The School invites outside speakers to deliver talks on such topics as accountancy, tele-communications, university life and taking a GAP year. A Careers' Fair is hosted and a range of businesses attend to give advice on career pathways to the Sixth Form. Sessions also include how to apply to university, how to write the personal statement and finance. In addition the School is a member of ISCO and careers' officers regularly visit the school to help and support the students. Careers guidance is started in the PSHCE programme and is developed on as the pupils move through the school into Sixth Form.

Members of The Sixth Form also have time-tabled sports sessions which retain a focus on healthy living, both physically and mentally.

In addition, the annual **Apprentice Challenge** allows all Lower Sixth students to take part in an intensive four week competition, based on the television programme. This sets challenges, encourages leadership, initiative and team-building skills.

The **Duke of Edinburgh Award** sees a number of Sixth Form taking part in the Silver and Gold Awards. The five day Residential Section of the Award sees students taking part volunteering activities. The Expedition section encourages students to take part in demanding treks in locations.

Sixth Formers can take part in the public speaking competition organised as part of **The Young Enterprise Scheme** in which the school is fully involved. Regular visits are made from outside guests who support the work of the companies as they prepare to compete both internally and externally in a range of categories in this national competition.

Further leadership and community awareness is also shown by the appointment of monitors and prefects, chapel and charity representatives who are there to help in

the day-to-day running of the school. The School Prefects attend training on leadership from the SMT before they take up their appointments in the summer term of the Lower Sixth. All Sixth Form members are expected to show initiative and to be involved in the life of the school.

**The Young Enterprise Scheme** allows students to set up and run a 'real' business for an academic year. They choose a name, register, and sell shares, brainstorm products and hold elections to determine positions within the company. They trade in and sometimes out of school. At the end of the year pupils go through a liquidation process which involves paying Young Enterprise tax and VAT, plus hopefully rewarding shareholders with dividends.

In addition there are two Young Enterprise competitions. The first is specific to Kent and is a public speaking competition. One pupil from each company may enter an area heat, the winner going onto the County final. The other competition is for the whole company; pupils are required to submit a company report, construct a trade stand and give a presentation. This is a national competition, progression being area heat, county final, South East England final and Nationals.