



Section 1 – Introduction

At South Nottinghamshire Academy, we are committed to developing students beyond the classroom. Our Personal Development (PD) programme supports growth academically, socially, emotionally, and morally, ensuring students leave confident, resilient, and prepared for life.

The SNA Way

Our PD curriculum is built around **The SNA Way**, which sets the values and behaviours we expect from every student:

Value	Description
Show Respect	Demonstrating kindness, empathy, and consideration for others
Never Give Up	Persevering through challenges and setbacks
Aim High	Setting ambitious goals and striving for excellence
Work Hard	Applying effort and dedication in all tasks
Attend	Consistent engagement and presence in school
Your Future Awaits	Preparing for life beyond school and making informed choices

These values underpin assemblies, tutor programmes, PSHE/RSHE lessons, enrichment, careers education, and theme weeks.

British Values at South Nottinghamshire Academy

At South Nottinghamshire Academy, we actively promote the fundamental British Values of **democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs**. These values are woven throughout our Personal Development curriculum, assemblies, tutor time, and enrichment activities.

- **Democracy:** Students experience democracy through the House system, student council, leadership roles, and participation in decision-making activities.
- **Rule of Law:** The importance of laws is reinforced in assemblies, PSHE lessons, and theme weeks, helping students understand how laws protect us and underpin a fair society.

- **Individual Liberty:** We encourage students to make informed choices, express themselves confidently, and take responsibility for their actions, supported by a safe and inclusive environment.
- **Mutual Respect & Tolerance:** Respect for all is a core SNA Way value. Our curriculum celebrates diversity, challenges discrimination, and fosters understanding of different cultures and beliefs.

British Values are not taught in isolation—they are embedded in daily school life, ensuring students are prepared for life in modern Britain.

Section 2 – Key Personal Development Areas

2.1 PSHE Curriculum Overview

The PSHE curriculum equips students with essential knowledge and skills to navigate life confidently.

Theme	Topic	Cross-Curricular Links	SMSC Links
Health & Wellbeing	Combat Worry, Stress & Anxiety	Science (nervous system), PE (wellbeing)	Mental health awareness, emotional regulation
Health & Wellbeing	Inclusivity & Belonging	Citizenship, RE	Social cohesion, respect, belonging
Health & Wellbeing	Rewiring Your Brain	Science (neuroscience)	Personal growth, resilience
Health & Wellbeing	Dealing With Worry	English (emotional literacy)	Managing emotions, self-reflection
Health & Wellbeing	The Happiness Trap	RE (purpose), Tutor Time	Wellbeing, self-understanding
Health & Wellbeing	The Mind-Body Connection	Science, PE	Understanding physical & mental health
Relationships	Different Types of Families	Citizenship, RE	Respect for diverse families & cultures
RSE	Relationships & Their Legal Status	Citizenship (law), History	Rule of law, informed decision-making

RSE	Forced Marriages	Citizenship (law), RE	Safeguarding, human rights
RSE	Positive Parenting	Child Development, Sociology	Responsibility, empathy
RSE	Assessing Trustworthiness	English (critical thinking)	Safe relationships, judgement
RSE	Understanding Bullying	Computing (online safety), PE	Respect, anti-bullying culture
Health & Wellbeing	Drug Awareness	Science, PE	Healthy choices, consequences
Health & Wellbeing	Drug Laws in the UK	Citizenship	Understanding law & responsibility
Health & Wellbeing	Alcohol & Your Health	Science, PE	Wellbeing, health awareness
Health & Wellbeing	Alcohol & Social Inhibitions	Drama, English	Social awareness, decision-making
Health & Wellbeing	Smoking & Nicotine Addiction	Science	Healthy lifestyle choices
Health & Wellbeing	Oral Hygiene	Science (biology)	Physical wellbeing
Living in the Wider World	The Role of Courts & Tribunals	Citizenship, History	Rule of law, justice system understanding
Living in the Wider World	Exploring the Democratic Process	History, Citizenship	Democracy, political literacy
Living in the Wider World	Respecting & Celebrating Religious Diversity	RE	Mutual respect, cultural understanding
Living in the Wider World	Examining the Equality Act 2010	Citizenship	Protected characteristics, equality
Living in the Wider World	How Laws Are Made	Citizenship	Democracy, rule of law

Living in the Wider World	Volunteering in My Community	PE, Duke of Edinburgh	Social action, moral responsibility
Health & Wellbeing	Prescription Medication Misuse	Science	Health, responsibility
Health & Wellbeing	Organ Donation	Science	Ethical decision-making
Health & Wellbeing	The Balanced Diet	Food Tech, Science	Healthy lifestyle
Health & Wellbeing	Phones and Sleep	Computing, Science	Wellbeing, self-management
Health & Wellbeing	First Aid Beyond Emergencies	Science, PE	Safety, responsibility
Health & Wellbeing	Saving Lives with First Aid	PE, Science	Helping others, life-saving skills
Living in the Wider World	Social Media Addiction	Computing, English	Digital wellbeing, self-control
Living in the Wider World	Online Relationships	Computing	Safe communication, respect
Living in the Wider World	Understanding Vaccination & Immunisation	Science	Public health, informed decision-making
Living in the Wider World	Making Sense of Money	Maths	Financial literacy
Living in the Wider World	Budgeting Basics	Maths, Business	Economic responsibility
Living in the Wider World	Bank Accounts	Maths, Business	Financial independence

2.2 RSHE Curriculum Overview

The RSHE programme ensures statutory compliance and spiral progression.

Families and People Who Care for Me

Year	Topic
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7	Safe and Healthy Relationships
9	Pregnancy Choices and Support
11	Responsibility in Relationships

Respectful Relationships (including Friendships)

Year	Topic
7	Safe and Healthy Relationships; From Strangers to Friends
8	Gender-Based Discrimination
9	Power Dynamics & Consent; Homophobia
11	Power & Gender-Based Violence; Spectrum of Relationships

Online and Media Safety

Year	Topic
7	Dangers of Internet Algorithms
8	Sexting; Discussing Pornography
10	Sharing Illegal Images
11	Online Ethics within Relationships

Being Safe

Year	Topic
7	From Strangers to Friends; Safe and Healthy Relationships
8	Sexual Consent
9	Power Dynamics & Consent; Understanding Sexual Consent
10	Sex & Substances; Sharing Illegal Images
11	Power & Gender-Based Violence

Intimate & Sexual Relationships, including Sexual Health

Year	Topic
8	Sexual Consent; Discussing Pornography
9	Safe & Healthy Sex

10	Self-Examination & Screening; Fertility & Reproductive Health; Navigating Pregnancy Choices; Sex & Substances
11	Contraception Considerations; Different Kinds of Intimacy; Fertility & Pregnancy

Mental Wellbeing

Year	Topic
7	Changing Adolescent Body
8	Empowering Positive Masculinity
10	Self-Examination & Screening (link to self-care & anxiety reduction)
11	Resilience within Relationships

LGBTQ+ Inclusion and Identity

Year	Topic
7	Inclusive friendship building (From Strangers to Friends)
8	Gender-Based Discrimination
9	Homophobia
11	Inclusion within Relationships

2.3 – Year 9 Citizenship Overview – 1 hour a week

Term	Topic	Key Focus
Autumn 1	Democracy & Government	Functions of Parliament, political parties, manifestos, voting systems
Autumn 2	The Justice System	Civil vs criminal law, courts, police powers, youth justice system
Spring 1	Human Rights in Action	What are human rights? UN conventions, case studies on freedoms in the UK and abroad
Spring 2	Media, Fake News & Democracy	Free press, bias, media literacy, impact on democracy
Summer 1	Citizenship in the Community	Volunteering, active citizenship, charities, influencing change

Summer 2	Finance & Government Spending	Personal budgeting, tax, NHS funding, benefits, public priorities

Section 3 – Assembly Programme

Students attend weekly assemblies, which reinforce character, wellbeing, and the SNA Way values. Assemblies are delivered by staff, tutors, or student leaders, and link to the wider PD curriculum.

3.1 Whole-School Assembly Themes

Assembly Theme	Character Focus	Links to SNA Way
First Day Back – Behaviour & Routines	Respect, Responsibility, Integrity	Show Respect, Attend
House Assembly – Introduction to House System	Responsibility, Leadership, Respect	Show Respect, Aim High
Student Leadership Importance	Leadership, Responsibility, Confidence	Show Respect, Aim High
House Charities	Compassion, Responsibility, Empathy	Show Respect, Never Give Up
C+ & Interhouse Enrichment	Confidence, Determination, Responsibility	Work Hard, Your Future Awaits
Black History Month	Respect, Empathy	Show Respect, Aim High
Rewards Assembly	Resilience, Determination	Work Hard, Aim High
Remembrance	Respect, Compassion	Show Respect
Anti-Bullying	Empathy, Courage, Resilience	Show Respect, Never Give Up
Tutor Assembly – Show Respect	Respect, Responsibility, Empathy	Show Respect
Being an Active Learner	Responsibility, Curiosity, Resilience	All SNA Way values

Tutor Assembly – Never Give Up	Determination, Courage	Never Give Up
Tutor Assembly – Aim High	Aspiration, Leadership	Aim High
STEM Week	Determination, Confidence	Aim High, Work Hard
Healthy Lifestyles & Wellbeing	Responsibility, Discipline	Work Hard, Never Give Up
House Assembly – British Values	Fairness, Respect, Responsibility	Show Respect, Aim High
Mental Health Awareness Week	Empathy, Resilience	Never Give Up
Rewards Assembly – Half term Achievements	Resilience, Achievement	Work Hard, Show Respect

3.2 Tutor-Led Assemblies by SNA Way Theme

SNA Way Theme	Character Focus	Pledge Links	Assembly Focus	British Values Link
Show Respect	Respect, Responsibility, Empathy	Pledges 3, 6, 8	How showing respect builds a stronger school community; student examples	Mutual Respect & Tolerance of Different Faiths and Beliefs
Work Hard	Self-Discipline, Resilience, Ambition	Pledges 2, 5, 9	How working hard in competitions, performances, and leadership drives growth	Rule of Law
Never Give Up	Determination, Courage	Pledges 2, 7	Stories of perseverance in sports, drama, personal challenges	Individual Liberty
Attend	Commitment, Reliability, Responsibility	Pledges 1, 5, 7	Importance of attendance and reliability; examples from communities	Rule of Law

Aim High	Aspiration, Leadership	Pledges 1, 4, 9	How aiming high and stepping outside comfort zones supports personal development	Democracy
Your Future Awaits	Leadership, Responsibility	Pledges 3, 4, 7, 8	Preparing for the future through leadership, charity, and community work	Individual Liberty & Democracy
The SNA Way in Action	Confidence, Leadership	Pledges 3, 5, 6	Encouraging initiative and leadership; links to success beyond school	All British Values
Living the SNA Way	Reflection, Aspiration, Action	Pledge 10 & others reflecting multiple traits	Reflecting on SNA Way shaping daily choices; peer-to-peer recognition	All Values

Section 4 – Tutor Time Programme

4.1 Overview

Tutor time is a **weekly opportunity** to reinforce key PD concepts and the SNA Way values. Activities now focus on:

- House assemblies
- PSHE delivery
- Job of the Week discussion
- Current affairs updates
- Pledge passport tracking

4.2 Tutor Time Schedule

Activity	Year Groups	Purpose
House Assembly	7–11	Reinforce house identity, values, and achievements
PSHE	7–11	Deliver core PSHE lessons in line with SNA schemes
Job of the Week	7–11	Explore careers and employability opportunities
Current Affairs Discussion	7–11	Develop awareness of local, national, and global issues
Pledge Passport Tracking	7–11	Monitor and record progress toward pledges, tutor review

Section 5 – Theme Weeks

Theme Weeks give students immersive experiences in **personal development, wellbeing, careers, and academic exploration.**

5.1 Year 7 – Living British Values in a Global Society

Day	Focus Area	Description
Day 1	Public Services & British Values	Visits/workshops from Police, Fire, NHS, Armed Forces; explore careers & democratic values
Day 2	Galleries of Justice Trip / Community Project	Explore justice, fairness, and citizenship; teamwork & empathy for community project
Day 3	Galleries of Justice Trip / Community Project	Continuation of group rotation activities
Day 4	SRE Day	Sessions on puberty, friendships, menstrual cycle, and online influences

5.2 Year 8 – Skills for Life: Thriving in a Changing World

Day	Focus Area	Description
Day 1	Wellbeing & Resilience	Workshops on self-esteem, growth mindset, and resilience
Day 2	The Digital World & Careers	Social media, gaming, online safety; careers speed networking
Day 3	Tyre Challenge	Teamwork, problem-solving, communication under pressure
Day 4	Relationships & Respect	Consent, gender equality, sexting, positive masculinity

5.3 Year 9 – Pathways & Purpose

Day	Focus Area	Description
Day 1	Self-Awareness & Strengths Exploration	Identify strengths, values, personality; vision boarding
Day 2	GCSE Taster Day	Experience chosen GCSE subjects; reflect on career alignment
Day 3	Enterprise Challenge	Create and pitch a business/social enterprise idea
Day 4	SRE Day	Consent, communication, respect, safe choices

5.4 Year 10 – My Future Self

Day	Focus Area	Description
Day 1	Employability & Life Skills	CV writing, budgeting, interview prep; apprenticeships & FE overview
Day 2	University Trip – NTU	Explore campus life, courses, and higher education opportunities
Day 3	Sixth Form Taster Sessions	Try a range of Sixth Form subjects; discover strengths & interests

Day 4	Seeing the Bigger Picture	Personal branding, recruitment skills, mock interviews
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Section 6 – Enrichment & Co-Curricular Overview

SNA provides a **wide range of enrichment opportunities** to develop skills, interests, and cultural capital.

Overview of Co-Curricular Offerings:

- **Sports** – football, rugby, netball, badminton, table tennis, handball, fitness clubs
- **Performing Arts** – drama, choir, bands, ensembles, youth theatre
- **STEM Clubs** – Science club, coding, Cyber Explorers, Maths mastery
- **Cultural & Reading** – Library ambassadors, book clubs, literacy initiatives
- **Community & Leadership** – Peer mentoring, wellbeing ambassadors, eco and diversity clubs
- **Creative & Practical Skills** – Cooking, gardening, ICT, arts & crafts

Section 7 – Educational Visits & Trips

SNA provides a **rich programme of educational visits** to enhance learning, develop cultural capital, and support personal development. Trips are curriculum-linked, enrichment-focused, or for outdoor/adventure experiences.

7.1 Year Group Trips Overview

Year	Trips / Visits	Purpose / Learning Outcomes
Year 7	Ada Lovelace Science Trip	STEM enrichment, inspiration for science pathways
Year 7	National Galleries of Justice Museum (Theme Week)	Explore justice, democracy, British values
Year 8	Blood Brothers (GCSE Drama)	Drama appreciation, curriculum enrichment
Year 8	Willersley Castle (3-day Residential)	Teamwork, independence, resilience, social skills
Year 9	Blood Brothers (GCSE Drama)	Drama, communication, cultural exposure

Year 9	Newstead Abbey (English)	Literature & history integration
Year 10	Nottingham University (Theme Week)	University experience, aspiration building
Year 10	PwC Business Visit (GCSE Business)	Workplace awareness, enterprise, employability
Year 10	Holme Pierrepont / Tamworth Snowdome	Outdoor education, adventure, teamwork
All year groups	Ski Trip (Easter)	Confidence, resilience, independence
Year 9-10	Alton Towers	Social development, resilience, confidence

Equity in Access: Curriculum Trips are fully funded or subsidised for Pupil Premium students.

7.2 Trip Objectives

- **Curriculum enrichment:** Science, English, Drama, Geography, Business
- **Cultural & historical exposure:** Museums, theatres, galleries
- **Outdoor & adventure activities:** Residential trips, Snowdome, Holme Pierrepont
- **Career & enterprise development:** University visits, business insight days
- **Skills developed:** Confidence, independence, teamwork, aspiration

Section 8 – Careers & Gatsby Benchmarks (Summary)

Overview

South Nottinghamshire Academy ensures all students (Years 7–13) are career-ready through structured guidance, employer engagement, and curriculum integration. Our programme is designed to meet all eight Gatsby Benchmarks, is monitored regularly, and aligns with personal development, PSHE, and tutor time activities. Students are offered progressive careers support tailored to their needs, including PP, SEND, and vulnerable cohorts.

Careers Provision Summary Table

Year Group	Key Activities	Gatsby Benchmarks	Inclusion / Impact Notes
7-9	Careers-themed assemblies, tutor-time Job of the Week, PSHE sessions, employer talks, University visits, STEM and “Being a Global Citizen” themed weeks, early awareness of career pathways	1, 2, 4, 5, 7	Early exposure to careers; supports PP/SEND through Super Learner Pathways; raises aspirations; personalised guidance available
10-11	Options guidance, mock interviews, employer visits, work experience taster sessions, National Careers Week activities, financial literacy workshops, themed weeks (STEM, languages, enterprise), careers fairs, subject-specific guidance	1-8	Focus on post-16 decision-making; personalised support for SEN/PP; access to impartial advice; employer engagement for real-world context
12-13	Personal guidance, university and apprenticeship fairs, higher-level work experience, employability workshops, mock interviews, alumni mentoring, Sutton Trust programmes, degree apprenticeship talks, themed careers weeks	1-8	Prepares for higher education, apprenticeships, and employment; supports first-in-family university applicants; monitoring through destinations and individual mentoring
All Years	Careers assemblies, employer encounters, themed weeks, tutor-time careers resources, online labour market information (LMI), Careers After the Bell sessions, alumni engagement	1, 2, 4, 5	Whole-school approach; ensures all students have access to careers information, guidance, and inspiration; inclusion through personalised interventions

Additional Notes

- **Stable Careers Programme (GBM1):** Published online, monitored for continuous improvement, embedded within curriculum.
 - **Labour Market Information (GBM2):** Students access current LMI via assemblies, themed weeks, and online resources.
 - **Addressing Needs (GBM3):** Targeted support for PP, SEN, and vulnerable students; personalised guidance available.
 - **Linking Curriculum to Careers (GBM4):** Subject teachers connect lessons to real-world careers; Career BITES and themed weeks enhance this.
 - **Encounters with Employers & Education (GBM5–7):** Visits, workshops, fairs, and virtual experiences provide real-world exposure.
 - **Personal Guidance (GBM8):** Level 6 Careers Practitioner delivers impartial advice; ongoing one-to-one guidance and monitoring.
 - **Evaluation & Impact:** Annual review using Compass+ tool, destination data, feedback from students, parents, staff, and governors.
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Section 9 – SNA Pledge System

The **Pledge System** encourages students to broaden experiences and take responsibility for personal growth.

9.1 Overview of Pledges

Pledge #	Description
1	Successfully participate in a residential trip
2	Represent the Academy in sports or Performing Arts (8 occasions)
3	Organise / participate in 3 assemblies
4	Participate in at least 2 fundraising events
5	Represent the Academy or House in at least 8 events
6	Participate in activities supporting others in the Academy
7	Take part in community projects
8	Attend cultural events outside of the Academy
9	Read 10 books and complete 6 reviews

10	Personal Pledge (Year 11 only)
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9.2 Evidence & Tracking

- **Pledge Passports:** Physical passports for students to record activities, including date, staff signature, and supporting evidence
- **ClassCharts Logging:** Tutors verify and log pledges; dashboard tracks completion, milestones, and highlights students needing encouragement. Students are rewarded in Reward Assemblies at the end of each half term

Section 10 – Student Leadership

SNA fosters leadership across all year groups, promoting **confidence, responsibility, and initiative**.

10.1 Leadership Opportunities

Role	Purpose / Responsibilities
Head Boy / Head Girl	Whole-school leadership, ambassadorial role, promote SNA Way
House Captains & Vice Captains	Lead house activities, inter-house competitions, charity initiatives
Student Council Representatives	Represent peers, feedback to their year groups, drive school improvements
Year 11 Prefects	Support staff, supervise areas, mentor younger students, help with events
Ambassadors	Wellbeing, Eco, Culture & Diversity, Performing Arts; promote values and initiatives
Sports Captains & Reading Leaders	Lead teams and literacy initiatives; support school culture

Leadership roles are inclusive, with Pupil Premium and SEND students actively represented.