



South Nottinghamshire Academy – Personal Development Programme 2026/27

Section 1 – Introduction

At South Nottinghamshire Academy, we are committed to developing students beyond the classroom. Our Personal Development (PD) programme supports students academically, socially, emotionally and morally, ensuring they leave us as confident, resilient and responsible young people who are prepared for life in modern Britain.

Our Personal Development curriculum is built around three key principles:

Belonging

Creating a strong sense of identity, community and inclusion through our House system, student leadership, enrichment opportunities and wider participation.

Character

Developing the personal qualities, values and behaviours that enable students to thrive, including resilience, respect, responsibility, courage, empathy and leadership.

Future Readiness

Preparing students for their next steps through careers education, employability skills, financial education, personal safety and informed decision-making.

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	Example Topics	Cross-Curricular Links	Personal Development Outcomes
Health & Wellbeing	Combat Worry, Stress & Anxiety; The Stress Scales; Managing Anxiety; Character Strengths In Focus; Expressing Gratitude	Science, PE	Emotional wellbeing, resilience and self-awareness



Health & Wellbeing	Phones and Sleep; Healthy Eating, Healthy Living	Science, Food Technology, PE	Healthy lifestyle choices and physical wellbeing
Relationships & Sex Education	Different Types of Families; Positive Parenting	RE, Citizenship	Respect for relationships and family structures
Relationships & Sex Education	Managing Unhealthy Relationships; Online Relationships	Computing, Citizenship	Healthy relationships and personal safety
Relationships & Sex Education	Assessing the Trustworthiness of Others; Peer Pressure Survival Guide; Respecting Ourselves	English, PSHE	Decision-making, confidence and self-respect
Health & Wellbeing	Alcohol and Your Health; The Truth About Vaping; Drug Awareness; Drug Laws in the UK; Substance Addiction	Science	Risk awareness and informed choices
Health & Wellbeing	Knife Crime	Citizenship	Personal safety, law and safeguarding
Living in the Wider World	Examining the Equality Act 2010	Citizenship	Equality, diversity and inclusion
Living in the Wider World	Exploring the Democratic Process; Understanding Democracy	Citizenship, History	Democracy and active citizenship
Living in the Wider World	The Role of Courts & Tribunals; How Laws Are Made	Citizenship	Understanding the rule of law
Living in the Wider World	Making Sense of Money; Public Money	Mathematics	Financial literacy and economic understanding
Health & Wellbeing	Sharing Information Online; Digital Footprint; What's Real Online?	Computing	Online safety and digital citizenship



Health & Wellbeing	Saving Lives With First Aid; Making Health Decisions; Health Trends	Science, PE	Health awareness, personal responsibility and informed health choices
Living in the Wider World	Managing Privacy Online; Social Media Addiction; The Limitless Internet; Tackling Cyberbullying; Deepfakes and AI	Computing	Digital literacy, critical thinking and responsible online behaviour

2.2 RSHE Curriculum Overview

The RSHE programme ensures statutory compliance and spiral progression.

Families and People Who Care for Me

Year	Topic
7	Safe & Healthy Relationships
10	Pregnancy Choices
11	Different Kinds of Intimacy; Fertility & Pregnancy

Respectful Relationships (including Friendships)

Year	Topic
7	Safe & Healthy Relationships; From Strangers to Friends
8	Gender-Based Discrimination; Empowering Positive Masculinity
9	Power Dynamics & Consent; Homophobia
11	Sexual Violence & Abuse; The Spectrum of Relationships

Online and Media Safety

Year	Topic
7	The Dangers of Your Internet Algorithm



8	Sexting; Discussing Pornography
10	Sharing Illegal Images
11	The Spectrum of Relationships

Being Safe

Year	Topic
7	From Strangers to Friends; Safe & Healthy Relationships
8	Sexual Consent
9	Understanding Sexual Consent; Introduction to FGM; Power Dynamics & Consent
10	Sex & Substances; Sharing Illegal Images
11	Sexual Violence & Abuse

Intimate and Sexual Relationships (including Sexual Health)

Year	Topic
8	Sexual Consent; Discussing Pornography
9	Safe & Healthy Sex
10	Reproductive Health; Pregnancy Choices; Sex & Substances
11	Contraceptive Considerations; Different Kinds of Intimacy; Fertility & Pregnancy

Mental Wellbeing

Year	Topic
7	The Changing Adolescent Body & The Menstrual Cycle
8	Empowering Positive Masculinity
10	Self-Examination and Screening
11	Different Kinds of Intimacy



Physical Health and Fitness

Year	Topic
7	Body Changes During Puberty
10	Self-Examination and Screening; Reproductive Health

Changing Adolescent Body

Year	Topic
7	Body Changes During Puberty; The Changing Adolescent Body & The Menstrual Cycle

LGBTQ+ Inclusion and Identity

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

Equality, Diversity and Inclusion

Year	Topic
8	Gender-Based Discrimination
8	Empowering Positive Masculinity
9	Homophobia
11	The Spectrum of 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 the SNA Way
First Day Back – Behaviour & Routines	Respect, Responsibility, Integrity	Show Respect, Attend
House System & Belonging at SNA	Responsibility, Leadership, Respect	Show Respect, Aim High
Student Leadership	Leadership, Responsibility, Confidence	Show Respect, Aim High
Protected Characteristics & Black History Month	Responsibility, Empathy	Show Respect
C+ & Interhouse Competition	Confidence, Determination, Responsibility	Work Hard, Your Future Awaits
Rewards Assemblies	Resilience, Determination, Achievement	Work Hard, Aim High



Behaviour, Attendance & Punctuality	Respect, Discipline, Responsibility	Attend, Show Respect
Remembrance	Respect, Compassion	Show Respect
Anti-Bullying	Empathy, Courage, Resilience	Show Respect, Never Give Up
Show Respect Tutor Assembly	Respect, Responsibility, Empathy	Show Respect
Being an Active Learner	Responsibility, Curiosity, Resilience	All SNA Way Values
Never Give Up Tutor Assembly	Determination, Courage	Never Give Up
Aim High Tutor Assembly	Aspiration, Leadership	Aim High
Raising Ambition & Achievement in an AI World	Ambition, Resilience	Work Hard, Aim High, Your Future Awaits
Celebrating Diversity & Different Faiths	Respect, Curiosity, Community	Show Respect
British Values in Action	Responsibility, Resilience	Show Respect
STEM & Future Opportunities	Curiosity, Ambition, Creativity, Resilience	Aim High, Your Future Awaits
Attend Tutor Assembly	Commitment, Reliability, Responsibility	Attend
Your Future Awaits Tutor Assembly	Leadership, Responsibility	Your Future Awaits
Pressure, Stress & Coping Under Pressure	Self-Awareness, Resilience, Courage	Never Give Up
Mental Health Awareness Week	Empathy, Resilience	Never Give Up
Work Hard Tutor Assembly	Self-Discipline, Resilience, Ambition	Work Hard
The SNA Way in Action	Confidence, Leadership	All SNA Way Values
Thriving Beyond the Classroom	Responsibility, Discipline	Work Hard, Never Give Up



Living the SNA Way	Reflection, Aspiration, Action	All SNA Way Values
House Achievement, Pledges & C+ Review	Confidence, Resilience	Aim High, Work Hard, Your Future Awaits
Disability Pride Month	Respect, Empathy	Show Respect
Your Next Chapter	Ambition, Confidence, Responsibility	Your Future Awaits

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	Democracy



			supports personal development	
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 – Identity, Belonging and Thriving in Modern Britain

Day	Focus Area	Description
Day 1	Self-Identity, Wellbeing & Belonging	self-esteem, growth mindset, resilience and positive self-talk. Develop a stronger sense of belonging within the school community.
Day 2	Digital Citizenship & Online Influence	Exploring misinformation, online safety, digital footprints, social media pressures
Day 3	Tyre Challenge	Teamwork, problem-solving, communication under pressure
Day 4	Relationships, Consent & Personal Safety	Exploring healthy relationships, consent, communication, respect, boundaries, online safety and making informed choices.

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 or Army Day trip	Explore campus life, courses, and higher education opportunities/Explorer different careers within the Army and undertake in team building and character workshops
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
----------	------------------------------	--

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	Normandy (5 day residential)	Learning to life through first-hand experiences of French culture, language and history.
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, Historical landmarks
- **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.
-

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)

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
Tutor group representatives	Represent peers, feedback to House and Vice captains, 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.