



theHammond

**COLLEGE STUDENT PERSONAL
DEVELOPMENT POLICY**

2023 - 2024

THE HAMMOND SCHOOL LTD., MANNINGS LANE, CHESTER, CH2 4ES

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The Hammond School Limited is registered in England and Wales Number 838325. Registered office is above. Charity Number 1022427 incorporating the Betty Hassall Foundation. The school is accredited by the I.S.A and C.D.E.T. and is a member of the B.S.A and I.S.I.

The Hammond has as a priority the personal wellbeing and development of all pupils and students. The Hammond acknowledges and promotes that young people can only be successful in their training and study if they are happy, feel valued and listened to, and have opportunities to develop personally, socially and culturally.

The Hammond's College Student Personal Development Policy seeks to bring together all programmes, courses, and structures in place to nurture the wellbeing of students.

The purpose of the policy is to provide a structured framework and guidelines for promoting the holistic growth and well-being of students during their time at The Hammond. This policy outlines The Hammond's commitment to fostering the personal, academic, emotional, and professional development of students, and it serves as a reference for both students and staff to understand The Hammond's approach to supporting student development. The following are the key principles of the policy.

Intent

Student Success and Satisfaction:

The Hammond aims to enhance student success and satisfaction by providing resources and support that contribute to their overall well-being and growth. When students feel supported and equipped to handle challenges, they are more likely to succeed in their training and study and have a positive college experience.

Holistic Development:

The policy emphasises the importance of addressing students' holistic development, including their academic, personal, emotional, and social growth. It recognises that education is not just about acquiring knowledge, but also about becoming well-rounded individuals.

Guidance and Direction:

The policy outlines the college's philosophy and approach to personal development, providing students with clear guidance on the available resources, programs, and services that are designed to support their growth.

Equity and Inclusion:

The policy reinforces The Hammond's commitment to equity, diversity, and inclusion. It ensures that all students have equal access to the opportunities and support needed to thrive, regardless of their background or circumstances.

Wellness and Mental Health:

The policy includes provisions for promoting student well-being and mental health, offering resources and strategies to help students manage stress, cope with challenges, and maintain a healthy balance between academic and personal life.

Preparation for Future Success:

The policy helps prepare students for success beyond college by offering career development resources, helping them develop crucial life skills, and encouraging them to engage in activities that build leadership, communication, and teamwork skills.

Consistency and Accountability:

Having a policy in place ensures that personal development initiatives are consistent across the institution and that there is a level of accountability for providing the promised resources and services.

Faculty and Staff Guidance:

The policy can guide faculty and staff in their interactions with students, reminding them of The Hammond's commitment to holistic development and encouraging them to consider the well-being of students in their roles.

Feedback and Improvement:

The policy incorporates mechanisms for gathering feedback from students about the effectiveness of personal development initiatives. This feedback can then be used to refine and improve the programmes and services offered.

Parental and Community Engagement:

The policy includes provisions for involving parents, guardians, and the broader community in supporting students' personal development journeys.

Overall, the personal development policy seeks to create a positive and supportive learning environment that empowers students to achieve their academic and personal goals while preparing them for future success.

Implementation

The following highlight the philosophical foci of the personal development policy:

- Self-Discovery and Assessment
- Goal Setting and Planning
- Time Management and Study Skills
- Communication and Interpersonal Skills
- Emotional Intelligence and Well-being
- Leadership and Teamwork
- Career Development
- Financial Literacy
- Cultural Competence and Diversity
- Physical Health and Wellness
- Service and Civic Engagement
- Reflective Practices
- Mentorship and Guidance
- Technology and Digital Literacy
- Creative Expression and Hobbies
- Networking and Social Events

The policy seeks to achieve the above through the following activities and programmes of study. Please note that this is not an exhaustive list and is subject to change following stakeholder feedback and research.

1. Weekly College Tutorial Programme (please see scheme of work), which includes:

- Building confidence and resilience
- Inclusion, equality and respect
- Healthy living and lifestyles
- Current affairs and politics
- Preparing for the future
- Active and engaged citizenship
- Charity support and giving back
- Fundamental British Values and cultural awareness
- Setting goals

2. **Weekly College Wellness Programme** (please see scheme of work), which includes:

- Conversations regarding the dimensions of wellness - physical, emotional, social, intellectual, spiritual, occupational, and environmental
- Physical wellness
- Emotional wellness
- Social wellness
- Intellectual wellness
- Spiritual wellness
- Occupational wellness
- Environmental wellness
- Nutrition and healthy eating
- The importance of sleep and rest
- Mental health awareness
- Substance abuse and addiction
- Body image and self-esteem

3. **Calendared events** (once a half-term) in which SLT lead College tutorial sessions; this is to create a closer link between college students and senior leadership and to understand the current wellness climate.

4. **A large and well-qualified pastoral team** (non-teaching staff) available to support college students. This team is led by a member of the senior leadership team and includes a qualified school nurse and a qualified social worker.

5. **An anonymous online forum** for students to disclose issues and concerns (Whisper).

6. **A revamped student expectations policy** to clarify expectations and behaviours, and to understand consequences.

7. **A newly-enlarged Industry and careers team** created to offer bespoke and personalised support to college students. This is primarily to support career development and employment aspirations. College students are assigned individual mentors throughout their time at The Hammond.

8. **The Hammond Parliament student leadership** offers college students the opportunity to develop leadership skills, and to take a lead in all areas students believe are important to the social and moral wellbeing of all (please see Student Leadership Policy).

9. **PSHE programme** of drop down mornings/afternoons offers students the opportunity to develop understanding and skills in the following areas. The sessions are led by a combination of Hammond staff and external experts:

1. Physical Health, Relationships, and Sexual Health
2. Emotional Health and Technological Health
3. Cultural Diversity and Identity
4. Financial Health and Careers
5. Democracy, Citizenship, and British Values
6. Community Cohesion

10. **The Hammond's Young Performer Health Insurance Scheme** offers college students physical and emotional support from external and expert services.

11. **Three wellbeing weeks** offers college students the opportunity to engage in mindfulness and other non-academic activities and provides a focus for emotional health awareness.

12. **The school and college calendar** includes a significant number of events designed to celebrate diversity and cultural awareness. Events are created (often led by student leaders) to embrace and appreciate local, regional, national, and international celebrations.

13. **College induction and re-induction** offers students the opportunity to complete Myers-Briggs self-assessments to better understand themselves, as well as workshops in healthy lifestyles, self-defence, sexual awareness and safety as well as other personal development areas.

14. **The Every Body Movement** is a Hammond-created movement designed to enhance personal development (please see Every Body Mission Statement). The areas of focus are:

- Diversity
- Identity
- Gender Balance
- My Body

15. **Student voice and parent voice** opportunities are offered formally three times a year, and are discussed at leadership team meetings, Director meetings, and with student leaders. Information from surveys is used to guide future policies and procedures.

Policy Details

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