

Personal, Social and Health Education Policy



Date approved:	16.10.24
Approved by:	Headteacher
Date adopted by the MAT (i.e. effective date):	October 2024
This policy is scheduled for review on:	Every 3 years or on updates

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Policy Statement

This policy outlines Manor Multi Academy Trust's ('we' / 'our' / 'us') expectations of our employees' ('you') in relation to the PSHE Policy.

We are committed to equality and value diversity. As such we are committed to fulfilling our Public Sector Equality Duty (Equality Duty) obligations and expect all staff and volunteers to share this commitment.

This policy should also be applied in accordance with: our Staff Code of Conduct, Safeguarding and Child Protection, ICT Acceptable Use Policies and Procedures and Curriculum policy. Copies of all policies and procedures can be accessed via the **All MAT Staff** area on Teams.

The Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics, such as age, gender, race and faith, and people who do not share them.

If you consider that any of our practices, policies or procedures may be indirectly discriminatory, you should report your concerns and the basis for them to your line manager, who will take appropriate action and ensure that you receive a written response in respect of the concerns that you have raised.

This policy does not form part of your contract of employment. We reserve the right to amend or withdraw this policy at any time.

We are responsible for ensuring the effective implementation of this policy. As part of equality monitoring, we will review and monitor the operation and impact of the policy on a regular basis and in accordance with the policy review date. As part of this monitoring and review this policy will be equality impact assessed.

Scope

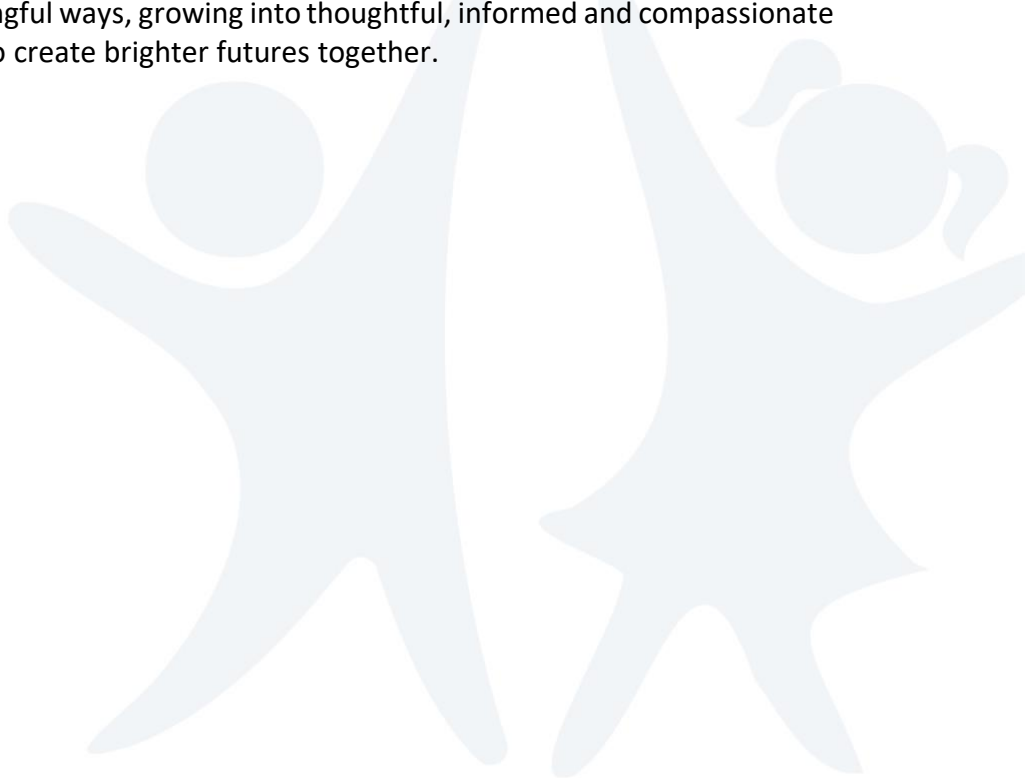
This policy applies to employees, workers, agency workers, consultants, volunteers and pupils, whether during working hours or otherwise.

Aims & Principles

At East Park Academy, as part of the Manor Multi-Academy Trust (Manor MAT), we are committed to bringing the "Manor Mindset" to life within our PSHE curriculum. The Manor Mindset, focusing on integrity, resilience and excellence, underpins our approach to fostering a supportive, engaging learning environment in PSHE. This policy outlines how we aim to build meaningful connections with learners, families and the wider community through the exploration of personal, social, health and economic topics, helping every learner develop the skills and character needed to thrive in their personal and social lives.

The Manor Mindset inspires us to encourage learners to engage deeply with PSHE enquiry, fostering emotional intelligence, empathy and responsible decision-making. We believe that by understanding themselves, others and the world around them, learners can develop a clearer sense of identity and belonging. Effective communication is central to our PSHE curriculum, where we strive to ensure that the knowledge and insights shared are understood, retained and applied by our learners long after each lesson ends.

Through compassionate support and structured challenges, our approach reinforces the values of resilience and reflection, encouraging learners to grow from both personal experiences and the wider world. We use diverse teaching techniques—including discussion, role-playing, collaborative projects and real-life case studies—to make PSHE engaging and relevant, always guided by the Manor Mindset's dedication to excellence. By cultivating a culture of empathy, respect and self-awareness, this policy ensures that every learner can connect with PSHE in meaningful ways, growing into thoughtful, informed and compassionate citizens who are equipped to create brighter futures together.



Vision

At East Park, our intent for Personal, Social, Health, and Economic (PSHE) education is to develop a strong foundation of knowledge, skills and character—empowering learners to contribute meaningfully to their families, community and the wider world. Our PSHE curriculum is guided by the East Park 8 values: Voice, Creativity, Independence, Collaboration, Leadership and Responsibility, Determination, Kindness and Self-Belief. These values shape our learners' experiences, ensuring they grow into confident, capable and compassionate individuals who are equipped with the social and emotional skills necessary for a healthy, balanced and fulfilling life.

We prioritise voice by giving learners the confidence to express their opinions and emotions, ensuring they feel heard and valued in discussions about personal and social issues. Creativity is encouraged as learners explore different ways to solve problems, develop coping strategies and express their individuality in healthy, productive ways. We promote independence by equipping learners with the tools to manage their emotions, make responsible decisions and take ownership of their mental and physical well-being. Collaboration is key in PSHE, as learners value the importance of working with others, respecting differences and building positive relationships.

Leadership and responsibility are fostered as learners take ownership of their actions, make ethical decisions and contribute positively to their community. We emphasise determination by encouraging learners to persevere through challenges, develop resilience and maintain a positive mindset in the face of adversity. Kindness underpins our entire approach, teaching learners to show empathy, compassion and respect for others, whether in the playground, classroom or community. Finally, self-belief is nurtured as learners build confidence in their ability to navigate personal challenges, trust in their decision-making and believe in their potential to make a positive impact on the world.

Our PSHE curriculum aims to be purposeful, engaging, and inclusive, adapting to meet each learner's needs while providing access to age-appropriate, challenging content. Ultimately, we strive for every child to leave East Park with the knowledge, emotional intelligence, and life skills necessary to grow both in mind and heart, enabling them to be as happy as they are successful.

Intent

At East Park Academy, we look after and care about ourselves and others.

“Become the change in the world you want to see,” Mahatma Gandhi

Our PSHE curriculum is coherently sequenced to ensure all learning builds on prior knowledge, progressing towards meaningful goals. From EYFS, where learners begin to explore basic concepts of self-awareness, relationships and emotions, to KS1, where they develop a stronger understanding of personal safety, friendship and healthy choices, learners build essential life skills. By KS2, they advance to more complex topics such as mental health, financial literacy, relationships, diversity and citizenship, which prepare them for the challenges and opportunities of modern life. This progression ensures learners are well-prepared for KS3, where they will apply these skills to navigate adolescence, make informed decisions and act as responsible, informed citizens. We blend traditional PSHE teaching approaches with up-to-date research to inspire critical thinking, empathy and responsible decision-making, preparing our learners for life beyond school.

We believe that PSHE is an important part of our curriculum because it...

- Enables us to develop the knowledge, skills and understanding we need to lead confident, healthy, independent lives and to become informed, active responsible citizens.
- Allows us all to enhance our moral, social and cultural development.
- Develops the knowledge, skills and attributes we need to manage our lives, now and in the future.
- Helps us to stay healthy and safe, while preparing us to make the most of life and work.
- Enables us to make an active contribution to our communities.
- Helps us to achieve our academic potential.

Without languages, we would not be able to...

- Engage with current issues.
- Make clear informed choices about new challenges and critical opportunities that will arise as we grow up.
- Become responsible adults.
- Develop effective and safe relationships.
- Assume greater personal responsibility and manage personal safety, including online.
- Manage the physical and emotional changes at puberty

Implementation

At East Park Academy, our curriculum incorporates the statutory requirements set out in the Early Years Foundation Stage framework and the National Curriculum but has been designed to go above and beyond this to provide learners with enriching learning opportunities that enhance their cultural capital. Our bespoke curriculum has been personalised to our school's geography and learners' unique experiences.

Our carefully designed schemes of work, supported by PSHE Association, ensure a progression of PSHE knowledge and skills from Reception to Year 6. The following PSHE concepts are at the core of our curriculum:

- Relationships
- Respect
- Safety
- Responsibility
- Healthy Choices
- Belonging
- Growing and Changing
- Aspirations

Key vocabulary is also planned for and continually built upon to support learners to 'look after and care about ourselves and others.'

PSHE is taught weekly to ensure depth in coverage and to aid learners' recall and retention of their learning. Medium term plans for each topic reflect prior learning and future learning, including the future KS3 curriculum expectations, to ensure learning is well-sequenced and progressive. Links are explicitly made between their PSHE topics and other curriculum subjects, to further enable learners to build secure mental schema of the themes being taught. Learners also participate in a weekly Votes for Schools lesson.

We are committed to teaching high quality PSHE lessons that meet the needs of our learners so that by the end of Year 6, children will:

...know	<ul style="list-style-type: none"> - How to stay physically healthy. - What makes a healthy relationship. - How to develop their social skills. - How to look after their own and other's emotional well being - Their own worth. - How to work well with others and become increasingly responsible for their own learning.
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	<ul style="list-style-type: none"> - Their role as a citizen, not only in school but in the wider community and in the world beyond.
...are able to	<ul style="list-style-type: none"> - Explore their own attitudes and values. - Develop their self-esteem and confidence. - View themselves and others in a positive way. - Respect others and show tolerance and understanding. - Become increasingly responsible for their own learning. - Keep themselves safe. - Understand their place in the world. - Live a healthy lifestyle.- Understand basic French grammar.
...have experienced	<ul style="list-style-type: none"> - Practical lessons and hands on experience based on each strand. - Quality teaching, delivered in a safe, open and positive learning environment. - Talks from upstanding members of the community, health advisors, etc.

Impact

Formative assessment of a learner's progress takes place during each lesson through questioning, observation and written outcomes. As part of the East Park Academy feedback policy, verbal feedback is given to the learners regularly and over the shoulder marking happens where necessary so that immediate feedback can be given and acted upon.

Learners are assessed against identified criteria at least 3 times per year and this is used to identify gaps or misconceptions that learners have in their learning and to inform future planning. These assessments inform the summative assessment that teachers make at the end of each academic year.

As a result, learners make rapid and sustained progress from their relative starting points. Lessons and outcomes are monitored frequently by the PSHE subject lead, including pupil voice discussions, and evaluations of these are used to continually enhance our curriculum design and delivery.

Breach of Policy

Any breaches of this Policy will be managed under the Trust's Disciplinary Policy and Procedure, which can be located in the **All MAT Staff** area on Teams.