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STUDENT PERSONAL AND SOCIAL DEVELOPMENT POLICY

1. INTRODUCTION

- 1.1. Leicester College is committed to ensuring that all students, regardless of age, level of learning and specific needs are provided with meaningful personal and social development experiences that would enhance their personal development. These experiences will help to enrich the personal and social lives of students, their peer groups, families and carers as well the wider community and will equip students with skills that would support them with the achievement of their short term and long term education and employment goals.
- 1.2. The policy will identify the range of mechanisms within the College for preparing students and apprentices for life in modern Britain and developing transferable skills to prepare them for progression and next steps and support the development of the student's/apprentice's confidence, resilience, knowledge, character development, engagement with society and life skills. In order to achieve this the College recognises the importance of implementing Ofsted's Education Inspection Framework.

2. INTENT

- 2.1. All students/apprentices will be provided with the opportunity to engage in personal and social development activities. These activities will be grouped under three overarching themes: Citizenship, Wellbeing and Enrichment.
- 2.2. Activities will be linked to topics such as sports, recreation, culture, arts, history, religion, health, healthy relationships, personal safety, citizenship, equality, diversity, mental health and well-being. It will build on the current and aspirational skills, talents, hobbies and interests of students and will include an element of fun and enjoyment.
- 2.3. All students/apprentices will be provided with the opportunity to participate in some vocationally related enhancement and enrichment opportunities each academic year.

- 2.4. A range of societies/clubs to develop personal and social development skills will be made available for students to attend.
- 2.5. A range of online self-study materials will be made available to all students/apprentices to develop their personal and social skills.
- 2.6. Personal and social development opportunities will be promoted by the College, through a range of materials and online platforms such as Moodle and social media.
- 2.7. Where appropriate, personal and social development opportunities undertaken by students and apprentices will be recorded and evaluated on the College's central tracking system.
- 2.8. This policy should be read in conjunction with
 - The Personal and Social Development Matrix
 - The Careers, Progression and Employability Policy
 - The Tutorial Policy
 - The Safeguarding Policy
 - The Equality and Diversity Policy

3. IMPLEMENTATION

- 3.1. The personal and social development offer will be promoted to potential students and apprentices through pre-enrolment materials and events, and thereafter to students/apprentices throughout the academic year.
- 3.2. Students on programmes in excess of 12 weeks, to include apprentices, adults, students with high needs and young people on full and part time courses will receive an induction programme that includes: Prevent, Safeguarding, British Values and E-Safety. A termly refresher will also be offered to these students. A template scheme of work/planner and presentation will be provided for curriculum areas that is differentiated for the different groups.
- 3.3. All 16-18, adult infill and high needs students will undertake a minimum of 36 hours of Personal Development and Employability Sessions. All apprentices will have a minimum of 18 hours of Personal Development and Employability sessions.
- 3.4. Personal Development and Employability Sessions will allow differentiation for student groups. A matrix of topics under the three overarching themes: Citizenship, Wellbeing and Enrichment, will be available for students through their delivery staff so the most appropriate topics can be offered.
- 3.5. Students and apprentices will be provided with a Personal Development Plan (PDP) which outlines the additional opportunities available to them across the College e.g. Citizenship, Wellbeing and Enrichment activities. The plan will include key details and methods of booking.
- 3.6. Students will have the opportunity to access a range of clubs and societies, which will provide a platform to consolidate and showcase existing skills and to learn and develop new skills, knowledge and behaviours. These clubs will

enable students/apprentices from different age groups to come together to discuss, evaluate and promote key local, national and global themes, in a positive and supportive manner. The clubs will be created around sporting, political, cultural, environmental, entertainment and creativity linked themes and students will be encouraged to lead on these activities.

- 3.7. Students/apprentices will be given the opportunity to actively develop an understanding of a community/charitable project. The community/charitable project will be the focus point to develop understanding of civic responsibility, develop project management skills and enhance communication skills.
- 3.8. A range of online personal and social development self-study modules will be made available to all students and apprentices to further enhance their knowledge and understanding.
- 3.9. Development Coaches/Key Workers/Trainer Assessors will have regular Team Time sessions to develop the resources and enhance their knowledge and understanding of the personal development topics.
- 3.10. College wide training will be provided for relevant staff to up skill their knowledge on the relevant personal development topics.
- 3.11. College surveys will be revised and will contain more direct and explicit questions to capture the accessibility and impact of these activities.

4. RESPONSIBILITIES

- 4.1. Management responsibilities are defined according to the implementation requirements of this policy and type of management role, with specific reference to both student support and academic staff.
- 4.2. Student services will, through their teams, ensure that students have access to a wide range of cross college citizenship, wellbeing and enrichment activities
- 4.3. Student Services and their teams will support curriculum in making sure that all students have an opportunity to engage in personal and social development activities.
- 4.4. Directors and their teams will ensure all students and apprentices have an opportunity to engage in both curriculum based and cross college personal and social development activities.
- 4.5. Programme/Apprenticeship Leads will ensure that curriculum based enrichment opportunities are reflective of their student communities.

5. IMPACT

- 5.1. Students/apprentices will have an understanding around the key principles of Prevent, Safeguarding, British Values and e-Safety during their first week of

induction. This will be revisited on a termly basis, though appropriate embedded activity.

- 5.2. Students/apprentices will be aware of the personal development activities promoted by the Student Enrichment Team.
- 5.3. Students/apprentices will demonstrate a sense of community and responsibility to a common set of values and principles. Students/apprentices will all share a consensus in expectations of behaviour, attitudes and personal development.
- 5.4. Student/apprentice surveys will show an improved response rate to questions linked to the student experience.
- 5.5. Attendance will improve.
- 5.6. Engagement in personal development activities will be improved which in turn will develop student/apprentice confidence and resilience.
- 5.7. There will be engagement with clubs and societies which will provide the opportunity for students/apprentices to develop and enhance new skills, talents and hobbies. In addition, students with specific skills and abilities will be given opportunities to showcase and share their skills sets.
- 5.8. Students and apprentices' knowledge and/or skills and behaviours will be developed for their future pathways and suitable progression routes will become accessible to all students/apprentices.
- 5.9. It is envisaged that the life, social, and team building skills acquired via these developmental activities will lead to a significant improvement in academic attainment levels, as well as the physical and mental wellbeing of all students.
- 5.10. Students and apprentices will be prepared for life in modern Britain and ready for progression and the next steps, whether that is continuing education, employment or training.

6. QUALITY ASSURANCE

- 6.1. The quality of personal and social development opportunities will be reviewed and evaluated on a regular basis through a variety of methods. This feedback will be shared and evaluated to improve the student/apprentice experience.
- 6.2. The schemes of work signposting PSD will be stored on the central College system and will be monitored and updated by the curriculum area.
- 6.3. Learning walks will be used to evaluate the effectiveness of the personal and social development programmes.

7. COMMUNICATION AND REVIEW OF POLICY

6.1 The policy will be published on the College Intranet /College Website and will be reviewed every three years or more frequently if required.

6.2. This policy will be reviewed by the College's Senior Leadership Team.