

Macmillan Academy

PERSONAL DEVELOPMENT



Inspiring every student to succeed



CONTENTS

INTRODUCTION	5
PRINCIPLED CURRICULUM	7
EXTENDED CURRICULUM	9
CAREER OPPORTUNITIES	11
PHYSICAL HEALTH	13
MENTAL HEALTH	15
PERSONAL, SOCIAL AND HEALTH CURRICULUM (PSHE)	17
SOCIAL, MORAL, SPIRITUAL AND CULTURAL OPPORTUNITIES (SMSC)	19
INFORMED CITIZENSHIP	21
WHAT WE DO ...	21
MEASURING IMPACT	23



INTRODUCTION

At Macmillan Academy we seek to develop the 'whole' child by providing a broad education that goes beyond the confines of the traditional classroom. We believe in an inclusive education that supports students from a wide range of backgrounds as we want all young people to develop key characteristics as they progress and mature into impressive young adults. Our central aim is to make all young people well rounded with a variety of interests and experiences. We want them to be positive in outlook, optimistic about their futures and to feel that they can make a difference to the world that they will grow up in. Ideally, they will be active members of society who help others in their local community. We want our students to be confident in their abilities and have courage and conviction in their ideas and beliefs. They will need to be resilient in the 21st century to adapt to the modern world and cope with a myriad of changes that will happen during their lifetimes. Naturally, we want them to be employable, to achieve well and leave school with high levels of literacy and numeracy so that they develop a range of skills that are adaptable to the wider world. Most importantly we want them to develop their characters so that they are engaged and enthusiastic people who a pleasure to spend time with.

Bearing this in mind, we will provide a range of opportunities for all young people that attend Macmillan Academy which will fall under the following headings.

1. Principled curriculum
2. Extended curriculum
3. Career opportunities
4. Physical health
5. Mental health
6. Personal, social and health curriculum
7. Social, moral, spiritual and cultural opportunities
8. Informed citizenship

Students at Macmillan Academy get an excellent experience of 'personal development' as we provide a range of unique experiences that help our provision to stand out. Students watch a weekly news broadcast that develops their wider cultural awareness. The academy runs a bespoke course in Key Stage 3 (Global Perspectives) which has been designed to broaden the cultural capital of our students. We have a very strong outdoor learning programme with all students in Year 9 following a Duke of Edinburgh programme that leads to high levels of take up on the main award at Key Stage 4 and 5. This is in addition to our main provision that is outlined in the rest of this booklet.



1 PRINCIPLED CURRICULUM

At KS3 students will study a full range of national curriculum subjects encompassing the core of mathematics, science and English with a wide range of opportunities covering creative subjects, humanities, languages, computing, physical activity and learning about themselves and society. At KS4 students will study the core subjects and also choose an option from the ebacc subjects (humanities, computing and languages) to ensure curriculum breadth and a personalised pathway at this stage of their education. At KS5 students will be free to choose from a full range of options (depending on their KS4 outcomes). We will maintain a broad and balanced academic curriculum to help develop each child so that they reach their full potential.

WHAT WE DO ...

Every Year 9 student is interviewed by a senior leader about their KS4 options. This process enables us to find the right courses for each child whilst also encouraging them to think about their future career options. Every Year 11 student is interviewed by a senior leader about their KS5 options. Once again this meeting starts with a focus on career plans before looking more closely at the different options available at Macmillan and other institutions to meet the needs of the individual.

Every year we review the curriculum to ensure that courses are still relevant for our students. In interviews with parents the overwhelming majority of students report that they were able to take their first preference of choices because of the careful curriculum / timetable planning that is done.

Our tutorial sessions develop a range of different skills and content for all students at the academy and they follow the rota shown below. Tutorial materials are regularly updated to reflect current issues and initiatives. For example, in 2022 we launched tutor led group reading as a strategy to improve reading when we saw a dip in reading ages following on from the pandemic.

Tutorial Plan

	Monday	Tuesday	Wednesday	Thursday	Friday
Year 7	Assembly	Tutor Led Reading	Numeracy/ Literacy	Broadcast	PSHE
Year 8	Tutor Led Reading	PSHE	Numeracy/ Literacy	Broadcast	Assembly
Year 9	Tutor Led Reading	PSHE	Assembly	Broadcast/ Numeracy	Duke of Edinburgh
Year 10	PSHE	Revision	Tutor Led Reading	Assembly	Broadcast
Year 11	Revision - Core	Assembly	Revision - Options	Broadcast	PSHE



2 EXTENDED CURRICULUM

Macmillan Academy will provide a range of opportunities for students that extends beyond the normal academy day. We want every young person to develop interests and skills beyond through our extensive enrichment programme and opportunities for learning outside the classroom. These should include all students having the opportunity to participate in drama, art and music during their time at the academy. We also want young people to have outdoor learning experiences in their education to enable them to develop skills that will help them in later life. These opportunities will develop leadership potential and build self-confidence in our students, as a consequence we will encourage students to do recognised personal development qualifications (e.g. Duke of Edinburgh Award).

WHAT WE DO ...

An annual drama / music production takes place every summer involving approximately 100 students. These have run successfully for the last 7 years (with the exception of covid restrictions) and have included productions major musicals such as: Beauty and the Beast, School of Rock and The Wizard of Oz. Students are engaged in a full range of roles from performance to back stage support that develops a wide range of skills and attributes.

Our music department runs annual music concerts (Christmas and Spring) involving approximately 70 students at each event. These are always 'sold out' shows with excellent parental support. The department encourages students of all abilities to play and perform at these events.

A range of instruments are offered as peripatetic music lessons and over 70 students take these. We currently run music lessons in a wide range of instruments including contemporary and classical instruments (approximately 15).

We have an excellent outdoor learning programme which is a unique feature for the academy (we employ an outdoor learning instructor who is supported by a variety of teaching and non teaching staff). An Outdoor Education experience takes place for all Year 7 and 8 students using on site specialists and offsite facilities. All of Year 9 follow a programme as an introduction to Duke Of Edinburgh Bronze Award. The Duke of Edinburgh Award offered to all KS4 and KS5 students and take up is very high.

We run a high quality and extensive enrichment programme after school. This is made available to all students and covers a range of activities such as sports, arts and subject based activities to broaden the curriculum offer (e.g. classical civilisations and mandarin). In the Spring term of 2024 there were 35 different activity sessions running for students across KS3 to KS5. In an average week approximately 300 students take part in after school activities that enrich the curriculum.

At Macmillan Academy we value the wider opportunities that present themselves through trips and visits. These visits have recently re-commenced after the hiatus caused by the pandemic. We support visits to local, national and international destinations to help enrich the lives of the young people at the academy and provided them with life changing opportunities.



3 CAREER OPPORTUNITIES

Every student should have access to an ambitious careers programme that provides them with multiple opportunities to learn about the world of work and the chance to develop the skills that employers consider important in the work place such as team working and problem solving. Our careers provision will help students to prepare for their next steps by providing opportunities for work experience both in the academy (Year 9) and with external organisations (Year 10). We will work with local employers and universities to help to raise aspirations resulting in all young people having a lifetime of gainful employment.

WHAT WE DO ...

We run an annual jobs fair and a separate HE fair offered to all of KS4 and KS5 students. This year over 50 different organisations were represented and students in KS4 prepared for this thoroughly in the build up to the event. Students can gain vital experience of the local jobs market and have discussions about careers with a range of different companies representing different sectors of the economy.

We encourage former students to come back into the academy whenever possible to share their experiences of the world of work. This includes our annual awards event where the main presenter is an ex-student who has gone on to be a success in their chosen field of work.

We support an annual work experience for all Year 10 students. This takes place off site where possible to give students a flavour of a range of different careers.

Year 9 internal work experience takes place within the academy. Students are asked to shadow different important roles in the academy to give them a taste of the world of work. Current placements include supporting the librarian, supporting in helpdesk (IT support) being a member of the buildings team and helping the PE department.

All students given a range of experiences through the PSHE programme. The PSHE session focus on different types of jobs in Year 7 and by Year 11 students are completing CVs and applying for post 16 provision.

All students have access to our fully stocked careers library and independent advice from our fully qualified careers advisor. All students can make appointments to get some careers advice and every student in Year 11 will get at least one appointment to plan their future during the academic year. Our aim is to always ensure that every child has a positive destination for their future pathway at the end of Year 11.

External providers are invited in to share their courses throughout KS4 and small group sessions are made available to all of our students so they can learn about a range of providers and destinations. A career of the week is shared via the Broadcast to all students in the academy. Each career is explained (e.g. typical duties / salary) and the relevant information about the qualifications that are necessary to pursue the role are shared.



4 PHYSICAL HEALTH

We will ensure that every student enjoys the life-changing benefits that come from an active lifestyle and introduce them to a variety of sports and activities that improve students' physical health and wellbeing, giving them a brighter, healthier future. We will teach young people about healthy lifestyles, including hygiene and nutrition to educate them on how to stay healthy in the modern world.

WHAT WE DO ...

Sports teams run in every year group in a wide variety of sports (football, rugby, netball, basketball, hockey, athletics, cricket, cross country).

The PE curriculum introduces students to a wide variety of ways to enjoy active lifestyles. The curriculum has been designed at KS3 to focus on health and the importance of physical activity. Students get 3 hours of lessons based around developing a knowledge of healthy lifestyles and the benefits of exercise for physical, mental and social health. At KS4 this knowledge is reflected in lessons as well and the aim is on enjoyment of exercise and the benefits for mental health as a relief from the pressures of exam preparation.

In 2019 (the last time data was collected) Macmillan Academy was listed as being in the top 1% of schools nationally for student participation and achievement in sport (School Sports Magazine). We have also been awarded the Gold Award in the School Games Mark for 3 years running. This is a reflection of the vast number of sporting activities that take place each week. Normally, over 100 students represent academy teams in an average week.

All students attend food sessions throughout KS3 promote healthy eating on a budget. All students in KS3 get an introduction to food hygiene, nutrition and methods of cooking. There is a popular enrichment that runs in KS3 where students practice different savoury and sweet recipes. At KS4 Food and Nutrition is a popular option for GCSE.

We run a health day for all Year 10 students in the summer term. This event covers all aspects of health from first aid to staying physically and mentally healthy. It is a popular day that students enjoy according to the positive evaluations that are received.

Outdoor Learning is a real strength of the academy's provision (see section 2).



5 MENTAL HEALTH

Macmillan Academy will promote the mental health and wellbeing of students throughout their time at the school by promoting positive mental health. We aim to promote a culture of calm, structure and dignity through having clear behaviour expectations for all students. We will also put appropriate support in place for those suffering from mental health problems and work closely with outside agencies to provide specialist advice when required.

WHAT WE DO ...

Every lesson we celebrate a 'Student of the Lesson' to build positivity about school and learning.

Celebration Assemblies are planned every term for each year group in the academy to reward success.

We work closely with Inside Out to run interventions that can be used by students in different year groups (Year 7 has a transition focus and Year 11 has an exam stress / anxiety focus). In 2022 we launched a Head Starters programme to develop peer to peer support for mental health in the academy.

Each year group has PSHE sessions and assemblies with a focus of mental health. The programme for KS3 covers a range of issues from low mood and anxiety to helping students to understand stress and anger management.

We have invested in different areas to support students who are finding aspects of school challenging. Our KS3 student support base is a bespoke provision for students who need time out of lessons to help them to re-focus. Our KS4 personalised learning centre offers similar support for students in Year 10 and Year 11.

Members of our intervention team have developed bespoke mental health support programmes for supporting small groups of students. These currently support students in regards to: behaviour, anxiety and anger management.

The academy currently employs one full time wellbeing practitioner. The purpose of this role is to support individuals who are struggling with aspects of their mental health e.g. low mood and anxiety.

Students needing high level support are signposted towards the services of local providers such as the Bungalow Project and Hart Gables where they can get individual advice and counselling for their needs.



6 PERSONAL, SOCIAL AND HEALTH CURRICULUM (PSHE)

All students will be taught PSHE at the academy. This helps pupils to develop the knowledge, skills and attributes they need to thrive as individuals, family members and members of society. PSHE education helps pupils to manage many of the most critical opportunities, challenges and responsibilities they will face growing up, including minimising risk taking behaviour, keeping yourself safe and digital resilience in our modern society.

WHAT WE DO ...

Our PSHE lessons take place every week during our tutorial session and these cover all of the key topics outlined by the PSHE Association in a 'spiral' curriculum. The topics listed below are explored in every year group for a half term. These sessions are constantly reviewed by the PSHE co-ordinators to keep them relevant e.g. sessions on up skirting and gaslighting were introduced when these terms became commonplace in the general media.

We divide our PSHE curriculum into 5 topics that are taught throughout the key stages. These are:

Health and wellbeing – sessions cover general physical and mental health including sleep, self-confidence, self-esteem, stress management and exercise.

Relationships and Sex Education – these sessions prepare students for handling different relationships as they mature into young adults and to develop healthy relationships in the future.

Staying Safe - these sessions are frequently reviewed to cover relevant and up to date issues that young people face. This includes: online safety, drugs and criminal activities (e.g. knife crime)

Life Beyond School and Careers – students cover a wide range of topics centred around careers e.g. skills and attributes for the workplace, job market opportunities and workplace behaviours.

British Values and Celebrating Diversity - this highlights areas of prejudice within society such and deals with how to prepare for life in modern Britain. We cover issues such as sexism, LGBTQ+ issues and issues relating to religion and different cultures.

Assemblies and the Broadcast build upon these PSHE themes as well so that messages are revisited and embedded.

RSE is covered in the PSHE programme with many sessions having been re-written and developed over the last 18 months to ensure that we are meeting all of the statutory guidance. Outside speakers are used where possible to bring expertise into this programme. Our Year 10 Health Day also includes sessions on sexual health and relationships.

The PSHE programme supports many other areas listed in this booklet (session focused on careers and mental health for example).



7 SOCIAL, MORAL, SPIRITUAL AND CULTURAL OPPORTUNITIES (SMSC)

We will provide students with an education that develops all four aspects of the SMSC agenda. Spiritual: The opportunity to explore beliefs, experience and faiths, feelings and values; enjoy learning about oneself, others and the surrounding world; use imagination and creativity and reflect on experiences. Moral: The opportunity to learn what is right and wrong and respect the law; understand consequences; investigate moral and ethical issues and offer reasoned views. Social: The opportunity to use a range of social skills to participate in the local community and beyond; appreciate diverse viewpoints; participate, volunteer and cooperate; resolve conflict. Cultural: The opportunity to explore and appreciate cultural influences; appreciate the role of Britain's parliamentary system; participate in cultural opportunities; understand, accept, respect and celebrate diversity.

WHAT WE DO ...

Our personal development programme (assemblies, broadcast and tutorial) build up these themes every week and celebrate national and international events as well. An example of Term 1 in 2023-24 is shown below.

National/International Events	Career of the Week	Character Focus	Broadcast Theme (The Day)
		Respectful	Courage
Roald Dahl Story Day	Actor	Resilient	Disinformation
National Fitness Day	Anthropologist		Mental Health
European Day of Languages	Digital Marketer		Atonement
The Big Draw	Counsellor		Black Heroes
World Mental Health Day	Delivery Driver		Neurodiversity
Black History Month	Electrical Engineer	Empathetic	Poverty
	Food Scientist		Media
UK Parliament Week Remembrance Day	Animator	Successful	War
Anti-bullying Week	HR Manager		Tolerance
Road Safety Week	Gas Network Operative		Thankfulness
Abolition of Slavery Day	Solicitor		Consent
Human Rights Day	Journalist	Proud	Human Rights
	Beauty Therapist		Climate Change
	Ebay Seller		Giving

These issues are also covered in normal curriculum lessons e.g. RS, history and geography.

We created the bespoke course (global perspectives) to also cover a wide range of these issues as we felt that students at our academy lacked cultural capital. These topics are shown in section 8 of this booklet.



8 INFORMED CITIZENSHIP

We will provide students with the opportunity to develop and understand an appreciation of the diverse community within which they live. Equipping the students with the necessary skills and attributes to be able to make a positive contribution towards it. We will also develop their awareness of the wider world through the study of Global Perspectives and the Academy Broadcast. We will actively promote fundamental British values and sustainability as part of this agenda.

WHAT WE DO ...

Weekly broadcast designed to develop school, local, national and international news. These are watched by every student in the academy on a weekly basis. The Broadcast also ends with a questions for tutor groups to debate based on one of the news items that has been covered. This keeps the Broadcast relevant and up to date and provides an avenue for students in the academy to discuss any topical issues.

Global perspectives is taught to every student in KS3 (1 hour per week) and covers the following topics. The purpose of the course is for students to explore causes and consequences of key issues as well as considering the positive impact that they can have as the next generation of global citizens. Topics delivered range from politics and education to trade and modern slavery. It is a dynamic, unique and exciting part of our curriculum offer.

	Half term 1	Half term 2	Half term 3	Half term 4	Half term 5	Half term 6
Year 7	Globalisation *How are we connected?	Intro to politics	Education	Trade and Aid	Migration	Synoptic Unit Disease and Health

	Half term 1	Half term 2	Half term 3	Half term 4	Half term 5	Half term 6
Year 8	Tradition, Culture and Identity *Who are we?	Rights and freedoms	Sport	Biodiversity and ecosystems	Enslavement	Synoptic Unit Conflict and peace

	Half term 1	Half term 2	Half term 3	Half term 4	Half term 5	Half term 6
Year 9	Poverty and inequality *Why are we unequal?	Democracy and other ideas	Geopolitics	Law and Criminality	Modern Slavery	Synoptic Unit Ethical Issues

Macmillan Academy Broadcast

September

- CRACY** 1st - 15th
- MENTAL HEALTH** 16th - 22nd
- DISINFORMATION** 23rd - 29th
- BLACK HEROS** 30th - 6th (oct)

October

- ATONEMENT** 7th - 13th
- POVERTY** 14th - 20th
- GOOD** 21st - 27th

November

- REMEMBRANCE** 4th - 10th
- US ELECTION** 11th - 17th
- IDEAS** 18th - 24th
- CONSENT** 25th - 1st (dec)

December

- SLAVERY** 2nd - 8th
- HUMAN RIGHTS** 9th - 15th
- MIGRATION** 16th - 22nd

MEASURING IMPACT

We have also developed a tool for auditing our provision in this area which is shown below. The audit is carried out annually and highlights areas that need further development / improvement. This audit was most recently carried out in April 2024 and an action plan has been written to further improve our provision in this area.

Our self-evaluation shows that much of this work is now in the secure category and some is stronger than this. The global pandemic has had a huge impact on mental health and the ability to extend the curriculum. As we return to a more 'normal' situation we are now seeing much of this provision move towards 'mastery.'

Element of personal development	Details	Mastery	Secure	Developing	Beginning
Principled curriculum	All students offered a full range of subjects at KS3				
	All students offered a full range of subjects at KS4 (Ebacc)				
	All students at KS5 are given a full range of options				
Extended curriculum	The school provides a wide range of opportunities to nurture, develop and stretch students' talents and interests (including performing arts)				
	The school provides high quality pastoral support				
	The school promotes outdoor learning experiences to develop self-confidence and leadership				
Career Opportunities	The school uses the Gatsby benchmark to develop and improve careers provision				
	A range of education and training providers are able to speak to pupils Year 8 to 13				
	All students receive unbiased information about next steps and high quality career guidance				
	The school provides good quality, meaningful opportunities for pupils to encounter the world of work				
Physical health	Students know how to maintain a active lifestyle				
	Students know how to live healthy lifestyles including understanding personal hygiene and healthy eating				
	Students are introduced to a range of different sports/activities to promote physical health				
Mental Health	Students know how to keep mentally healthy				
	The school provides support for those adversely affected by mental health				
PSHE	The school meets are statutory requirements of the PSHE framework				
	PSHE lessons build on prior knowledge and are logically sequenced throughout the different year groups with age appropriate content				
	The school meets the statutory requirements for RSE so that students have an-appropriate understanding of healthy relationships				
SMSC	Students will be provided with meaningful opportunities to develop their beliefs and to show respect for different cultures				
	Students will understand the difference between right and wrong				
	Students will participate in their local community and wider society				
Informed citizenship	Students will be prepared for life in modern Britain and understand fundamental British values				
	Students will understand diversity and will appreciate and respect differences in the world				
	Students will have a wide understanding of local, national and global issues to develop their cultural capital				



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