

Personal Development at The Mill Academy

“The curriculum provided by schools should extend beyond the academic, technical or vocational. Schools support pupils to develop in many diverse aspects of life.”



At The Mill Academy, we believe that it is our moral duty to ensure that our pupils become ‘Life Ready’ and develop their cultural capital over time. This means that they are able to know, understand and demonstrate our school values of being Creative, Resilient, and World Wise. We believe that by developing these characteristics, our pupils will become responsible, respectable, and active citizens that can play their part in public life as adults.

Our RSHE Curriculum develops and deepens pupils’ understanding of the fundamental British values of Democracy, Individual Liberty, the Rule of Law, Mutual Respect and Tolerance. We promote equality of opportunity and diversity by promoting an inclusive environment that meets the needs of all our pupils. By developing pupils’ character, we ensure they have positive personality traits and virtues that help them be motivated, eager learners who behave with integrity and respect.

We explicitly teach pupils the knowledge and skills they need to develop as confident, resilient, and mentally healthy individuals. This includes recognising online and offline risks to their wellbeing and the dangers of inappropriate use of mobile technology and social media. We ensure that our pupils develop an understanding of how to keep physically healthy, eat well and maintain an active lifestyle.

Our Personal Development offer ensures that our pupils develop an age-appropriate understanding of healthy relationships through our RSHE curriculum.



Everything we do ensures that our children develop spiritually, morally, socially, and culturally so that they are ready to thrive as a member of society. Our aim is to ensure that all pupils engage with views, beliefs, and opinions that are different from their own in considered ways. Spirituality is threaded through daily life at The Mill Academy, reflecting on our big question of the week. The whole school meet every Wednesday as take part in Collective Worship which enables children to ask Big Questions about our local and global community.

We have strategically planned and structured our extensive personal development offer and extracurricular activities so pupils can access a wide, rich set of experiences, including powerful discussions and debates. As a result, there are many opportunities for pupils to develop their personal talents and interests across our school.

At The Mill Academy, we recognise that our children are the leaders of the future and therefore provide a range of opportunities for children to develop their leadership skills. Children's voice is valued and promoted – each academic year, our children are given a platform to express the views of their school to help shape its development. We encourage all of our pupils to embrace the wide range of opportunities available to them – and always seek to find new ways that we can further empower our pupils. This enables our children to develop as individuals, the school and the community. We have developed a range of leadership opportunities for our children. For some of our leadership positions, children are elected by their peers through a democratic process. Others require children to apply for posts often requiring a written letter of application providing reasons why they would like the position.

All of this considerably strengthens our offer, with a particular focus on preparing our secondary pupils for future success in education, employment, or training.

