

POLICY – SMSC (England)

Policy Author	Laura Dickie, Head of Policy Tonia Lewis, Education and Quality Improvement Lead
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Policy Approver	Jo Dunn, Compliance, Regulation and Quality Director
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Version No.	001
Policy Level	Education
Staff groups affected	All Education

Monitoring and Review

This policy will be monitored on an ongoing basis through the service's established governance and quality assurance systems. Responsibility for ensuring that the policy remains compliant with legislation and regulatory frameworks sits with the Proprietor Representative and Regional Lead.

A formal review of this policy will be undertaken no later than three years from the date of approval, or sooner if changes in legislation, regulatory guidance, or operational requirements necessitate it.

The Head of Policy will support this process by identifying relevant changes in legislation, regulation, national standards and emerging best practice. The Head of Policy will also incorporate learning from inspections, audits and practice developments into future revisions whilst overseeing all proposed amendments to the universal content to ensure accuracy, consistency and compliance.



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Terminology

Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

Term	Definition
‘Establishment’ or ‘Site’	A generic term referring to the school/college owned by CareTech.
Learner	Any child or young person under the age of 18, or young adult over 18 who receives education.
Service Head	The senior person with overall responsibility for the school/college.
Tutor/Teacher	Members of staff who have teaching responsibility for learners at the school/college.
Parent/Carer	Parent or person with parental responsibility.
Regulatory Authority	The independent regulatory body responsible for inspecting and regulating services (e.g., Ofsted, Estyn, Education Scotland).
Social Worker	The worker allocated to the individual learner; if none is allocated, the Duty Social Worker or Team Manager is responsible.
Placing Authority	The local authority/agency responsible for placing the learner or commissioning the service.
Local Authority	The local authority for the establishment’s location.
Staff	All staff working at the location, including employed staff, students on placement, contractors, agency staff, volunteers and proprietors.

1. Local School Profile

Cambian Wisbech School is an independent specialist school within The Cambian Group, operating as one school across two sites in Wisbech, Cambridgeshire. Sessions House provides the primary phase and Anglia Way provides the secondary phase. The school supports pupils with Education, Health and Care Plans, including pupils with social, emotional and mental health needs and associated additional needs. Our ethos is underpinned by the values Aspire, Achieve, Engage, Empower and Excel. We provide a safe, inclusive and ambitious learning environment in which curriculum, pastoral support, safeguarding and personal development are adapted to individual need and prepare pupils for successful next steps and adulthood.

2. Purpose

This policy applies to Cambian Wisbech School and sets out the organisational standards for the safe, compliant and responsible provision of spiritual, moral, social and cultural development and Personal Development education.

It provides a universal framework and outlines the expectations that apply to:

- Staff
- Senior leaders
- Learners
- Visitors and contractors (where relevant)

This policy enables Cambian Wisbech School to meet statutory duties, uphold safeguarding responsibilities, comply with data protection requirements and maintain high-quality provision.

3. Scope (Universal Application)

This organisational policy applies across all education sites, services and functions. It establishes the universal standards and expectations that must be followed consistently throughout the organisation.

Each site implements these standards in accordance with the statutory and regulatory requirements of the nation in which it operates as set out in **Appendix A-B**.

4. Local Adaptation Requirement

The locally adaptable sections of this policy have been completed for Cambian Wisbech School to reflect the school's safeguarding framework, inspection context, curriculum and quality assurance arrangements and the needs of its pupil population.

Cambian Wisbech School operates in England. England-specific statutory and regulatory references therefore apply throughout this localised policy. Cambian Wisbech School is a school-age provision, so universal references to further education apply only where relevant.



All local additions must be

- Accurate
- Up to date
- Consistent with national legislation and regulator guidance
- Fully aligned with the universal standards in this policy

Where no local adaptation or local equivalent is required, the universal content remains fully applicable.

5. Legal and Regulatory Context

Cambian Wisbech School is governed by the statutory duties, safeguarding requirements and inspection arrangements applying to independent schools in England. The universal standards in this policy are implemented in line with the Education Inspection Framework and school inspection toolkit, the Independent School Standards, Keeping Children Safe in Education and the Prevent Duty.

6. Context

Cambian Wisbech School strives to be a caring, disciplined and inclusive community where pupils are challenged to excel and supported to take responsibility for their lives and choices. Spiritual, moral, social and cultural development and Personal Development are integral to the school's curriculum and culture. They are interwoven through Religious Education, Personal, Social, Health and Economic education, Relationships and Sex Education, assemblies, form and pastoral work, subject teaching, enrichment and everyday interactions. The school's values are Aspire, Achieve, Engage, Empower and Excel and staff are expected to model these values consistently.

We expect the Staff team to model the values we teach. When adults demonstrate integrity, respect and curiosity, Learners mirror it — and that shows up in motivation, relationships and achievement. Our Positive Behaviour Support Policy reinforces a culture where everyone can learn in safety, free from bullying (including cyber and prejudice-based bullying) and from discriminatory language. (Equality Act 2010 applies.)

Across the primary provision at Sessions House and the secondary provision at Anglia Way, Personal Development is adapted to pupils' ages, Education, Health and Care Plans, communication profiles, social and emotional needs and preparation for adulthood. Opportunities include careers and transition work, community access, enrichment, cultural experiences and learning about safety, relationships, citizenship and healthy choices.

7. Why SMSC and Personal Development matter at Cambian Wisbech School

SMSC and Personal Development help pupils develop self-knowledge, confidence, empathy, resilience and a clear sense of right and wrong. SMSC supports pupils to understand other cultures and beliefs, participate positively in their communities, manage risk and prepare for adulthood. At Cambian Wisbech School this work is evaluated through Ofsted expectations for Personal Development, Behaviour and



Attitudes and Leadership and Management, alongside the Independent School Standards, particularly the requirements for pupils' spiritual, moral, social and cultural development and the active promotion of fundamental British values.

8. Our aims

By the time they leave us, **Learners** should be able to:

- **Know themselves:** build self-knowledge, esteem and confidence; reflect on beliefs and values; use imagination and creativity; stay curious.
- **Act with integrity:** understand right and wrong in education, work and community life; take responsibility for behaviour; be reliable; show initiative; lead and serve.
- **Belong and contribute:** participate well with others; communicate across difference; respect diversity (e.g., gender, race, religion or belief, culture, sexual orientation, disability); make a positive contribution to the **School/College**, local and wider communities.
- **Understand public life: develop a broad knowledge of public institutions and services in England and how citizens influence decisions, including through voting, democratic participation and civic action.**
- **Respect the law and liberty:** appreciate the rule of law, the separation of powers and judicial independence; understand protections for freedom of belief (including none); reject discrimination; challenge prejudice.
- **Engage in culture:** respond to artistic, sporting and cultural opportunities; recognise and value the cultural traditions of self and others.

We also commit to balanced handling of political issues, whether in sessions, enrichment or promotions, so Learners encounter opposing views fairly and develop their own reasoned positions.

9. British values and civic participation

In England, we actively promote the fundamental British values — democracy, rule of law, individual liberty, mutual respect and tolerance of different faiths and beliefs — through curriculum, enrichment (e.g., debates, mock elections), Learner-run societies, and everyday interactions.

At Cambian Wisbech School, Personal Development is evidenced through the school curriculum, assemblies, pastoral and key working activity, pupil voice, enrichment, careers and destination planning and pupils' participation in school and community life.

Narrative examples: A Learner council elected by peers; tutorials that explore how law and democracy function in Britain; projects with local services; and enrichment that brings the arts, sport and volunteering into everyday Learner experience.

10. Managing risk and safeguarding

We educate Learners to recognise and manage risk — including risks linked to extremism and radicalisation, online harms, substance misuse, knives and gangs, relationships and personal safety — proportionate to local context. Our approach aligns with the Prevent duty (England & Wales), including risk assessment, staff training, visiting-speaker controls and referral pathways; the 2023 statutory guidance.

11. Where SMSC / Personal Development lives in our curriculum

SMSC / Personal Development is everywhere, but some areas carry a special weight:

- **Religious Education, Personal, Social, Health and Economic education and Relationships and Sex Education** provide direct space for ethical questions, identity, respectful dialogue, relationships, safety, beliefs and community engagement.
- Form time, key working and pastoral sessions support independence, wellbeing, self-regulation, agency and readiness for adulthood.
- **Enrichment and community links** bring democratic participation, volunteering, arts and sport into lived experience.
- Careers education, work related learning, community access and preparation for adulthood reinforce professional conduct, safety, inclusion and civic responsibility in real settings.

11.1 Illustrative subject links:

- **Art / Music:** cultural appreciation, social commentary, shared performance.
- **Design & Technology / Food:** design ethics and sustainability; global food systems and fairness.
- **English:** literature for moral and cultural exploration; debate, drama, collaborative production.
- **Geography / History:** people and place; stewardship; heritage; moral dilemmas across eras.
- **Maths / Science:** beauty and pattern; ethical implications of scientific progress; evidence and respectful disagreement.
- **ICT and Computing:** collaboration, digital citizenship, online safety, respectful communication and critical engagement with information and worldviews.
- **PE:** health, teamwork, fair play, cultural traditions in sport.

12. Roles and responsibilities

Headteacher: overall accountability; ensures resources, CPD and monitoring; assures compliance at organisation and Site level.

Senior leaders: embed expectations in programme design, tutorials, enrichment and quality cycles; include personal development in learning walks/observation.

Teachers and Instructors: plan for SMSC / Personal Development within subjects and tutorials; seize incidental opportunities; signpost support; evidence impact.

Staff team / education team / multi-agency team: contribute to wellbeing, inclusion, enrichment, careers and progression.

Subcontractors/partners: deliver to the same standards; meet safeguarding, Prevent and data-protection requirements.

13. Equal opportunities and inclusion

We uphold equality, diversity and inclusion; provide reasonable adjustments; and remove barriers so every Learner can participate. For additional needs:

- **England:** we follow the SEND Code of Practice 0 to 25. All pupils at Cambian Wisbech School have Education, Health and Care Plans and provision is adapted to identified needs, agreed outcomes and reasonable adjustments.
- **Local inclusion practice:** considers communication needs, sensory needs, mental health and emotional regulation, trauma informed approaches and any additional support required for pupils to participate fully.

14. Partnerships, community and external voices

Cambian Wisbech School develops appropriate links with community organisations, local services, employers, cultural and faith organisations and other education settings. Visits and external speakers are selected to support curriculum and Personal Development aims and are managed through the school's safeguarding, Prevent, educational visits and visiting-speaker procedures.

15. Quality assurance and evidence

We plan intent through curriculum plans, Personal, Social, Health and Economic education, Relationships and Sex Education, Religious Education, assemblies, key working, careers and enrichment. Impact is evaluated through pupil voice and participation, behaviour and safeguarding information, attendance, work and curriculum evidence, progress towards Education, Health and Care Plan outcomes, careers and destination information and quality assurance activity. Evidence is evaluated against Ofsted expectations for schools and the Independent School Standards.

16. Political balance

When political issues arise during lessons, assemblies, enrichment, visits or other school activity, Cambian Wisbech School ensures a balanced presentation of

opposing views in line with the Independent School Standards. Staff and visiting speakers must not promote partisan political views and pupils are supported to form their own reasoned views.

17. Differentiation

SMSC / Personal Development is differentiated for each Learner. Where Learners have additional needs or complex profiles, we adapt methods and pace so the spirit of the policy remains accessible and meaningful.

18. Leadership prompts

- Include personal development in learning walks/observations.
- Make clear links between Personal, Social, Health and Economic education, Relationships and Sex Education, Religious Education, assemblies, careers, enrichment and wider Personal Development within curriculum plans and school quality assurance.
- Share ideas, pair-plan, and use short check-ins at the end of sessions to reflect on SMSC / Personal Development opportunities taken.

19. Linked policies

- Safeguarding & Child Protection
- Preventing Radicalisation and Extremism
- Equality
- Diversity & Inclusion
- Data Protection & Privacy
- Health & Safety
- Teaching and Learning
- Assessment

Equality Impact Statement

This policy has been developed to promote equality, safeguard individual's rights, and ensure fair and inclusive practice across all services. The potential impact of the policy on children, young people, young adults, families, and staff with protected characteristics has been considered in line with the Equality Act 2010.

No negative impacts have been identified. Staff must apply this policy with sensitivity to individual need and make reasonable adjustments to ensure equitable access, safety, wellbeing, and participation for every individual. Any emerging risks of differential impact should be reported and addressed through ongoing review and quality assurance.

Appendix A — England

Key Legislation & Regulator Frameworks underpinning SMSC provision.

1. Ofsted — Education Inspection Framework (EIF) & Inspection Handbooks (Schools and FE)

What this means:

- Ofsted evaluates *Personal Development*, which includes SMSC / Personal Development and the active promotion of fundamental British values (FBV), using the EIF and phase-specific handbooks. Inspectors look for *typicality over time* — not “showcase lessons”.

What this requires:

- Map where SMSC / Personal Development / FBV sit across: curriculum, assemblies/tutorials, enrichment, employer/alternative sites.
- Evidence learner voice, participation, conduct, contribution to community, and positive behaviours.
- Maintain evidence in normal working formats (no inspection folders).
- **Link:** <https://www.gov.uk/government/publications/education-inspection-framework/education-inspection-framework-for-use-from-november-2025>

2. Independent School Standards (ISS) — Part 2:

What this means:

- Proprietors must actively promote pupils’ spiritual, moral, social and cultural development and the FBV. Schools must also ensure balanced presentation of political issues and foster respect and tolerance.

What this requires:

- A live SMSC / Personal Development / FBV model mapped across curriculum, assemblies, enrichment, visitors, and online safety.
- Suitable filtering/monitoring and visiting speaker controls.
- Records showing pupils’ understanding, conduct and development over time.
- Clear proprietor/leadership oversight using the DfE ISS guidance.
- **Links:** ISS Regulations: <https://www.legislation.gov.uk/uksi/2014/3283>
- DfE Guidance: https://assets.publishing.service.gov.uk/media/67605baec80a844a7aa4b7cb/Independent_School_Standards_Guidance.pdf

3. Keeping Children Safe in Education (KCSIE)

What this means:



- KCSIE is statutory for all schools and colleges. Safeguarding and SMSC / Personal Development are interconnected: safer culture, safer recruitment, and curriculum that teaches safety (including online safety) must align with KCSIE requirements.

What this requires:

- DSL/DSP arrangements, training, escalation pathways, safer recruitment, and oversight of alternative/employer sites.
- SMSC / Personal Development tutorials that build respectful relationships, safety, and responsible online behaviour.
- **Link:** <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

4. Prevent Duty Guidance (2023)**What this means:**

All education providers must have due regard to preventing people from being drawn into terrorism. The 2023 version (in force from 31 December 2023) remains current and aligns closely with SMSC / Personal Development / FBV duties.

What this requires:

- Setting-level risk assessment.
- Staff training.
- IT filtering/monitoring and visiting speaker controls.
- Proportionate referrals (e.g., Channel).
- Leadership/governance oversight with record-keeping.
- **Link:** <https://www.gov.uk/government/publications/prevent-duty-guidance>

Appendix B — Wales**Key Legislation & Regulatory Frameworks underpinning Personal Development**

(Accurate note: Wales does not use “SMSC” as a statutory term.)

1. Curriculum for Wales (statutory 3–16)**What this means:**

Wales delivers personal development through:

- the **Four Purposes** (e.g., ethical, informed citizens; healthy, confident individuals), and
- the Health and Well-being Area of Learning and Experience (AoLE).



- There is no standalone “Personal Development”, but outcomes directly map to those domains.

What this requires:

- Curriculum design that realises the Four Purposes.
- Explicit mapping of wellbeing, relationships, rights, safety, ethics, and civic participation.
- Evidence of progression, learner voice, and participation across school life.
- **Link:** <https://hwb.gov.wales/curriculum-for-wales>

2. Curriculum for Wales — Continuity into Post-16

What this means:

Although CfW is statutory only 3–16, post-16 education should maintain continuity of intent around wellbeing, citizenship, relationships and safety so learners experience a coherent journey.

What this requires:

- PD/tutorial models in FE that reflect the Four Purposes’ spirit.
- Transition continuity from school to FE.
- Evidence of learner agency, progression, and wellbeing.
- **Link:** <https://hwb.gov.wales/curriculum-for-wales>

3. Estyn — What/How We Inspect

What this means:

Estyn inspects independent schools and FE in Wales. Evidence for personal development sits across multiple areas (Well-being, Care/Support/Guidance, Equality, Participation, Leadership).

What this requires:

- For Schools: Align evidence to Estyn handbooks — wellbeing, equality, participation, community engagement, safeguarding.
- For FE: Map PD across programmes and tutorials; capture learner voice, wellbeing, enrichment, community contributions; align with safeguarding and Prevent (where applicable).
- **Link:** <https://estyn.gov.wales/inspection-guidance-resources/>

4. Keeping Learners Safe

What this means:

Welsh Government statutory guidance sets out whole-setting safeguarding expectations, including digital safeguarding, relationships, equality and safe culture.

**What this requires:**

- DSP arrangements, training, reporting/escalation systems, information-sharing, partner oversight.
- Safeguarding culture embedded across all activity and venues.
- **Link:** <https://www.gov.wales/keeping-learners-saf>

5. Prevent Duty Guidance (England & Wales, 2023)**What this means:**

Education providers in Wales are specified authorities and must comply with the 2023 Prevent Duty. This supports rights, respect and tolerance elements in CfW.

What this requires:

- Local risk assessment.
- Staff training.
- Speaker/IT controls.
- Proportionate referrals.
- Senior leadership/governance oversight.
- **Link:** <https://www.gov.uk/government/publications/prevent-duty-guidance>

6. Independent School Standards (Wales) Regulations 2024**What this means:**

Schools must meet the Independent School Standards (Wales) Regulations 2024, covering quality of education, pupils' spiritual/moral/social/cultural development, welfare/health/safety, staff suitability, premises, information, and leadership.

What this requires:

- A curriculum suitable for learners' age, aptitude and needs, promoting their wider personal development.
- Clear planning showing how wellbeing, relationships, safety, rights, behaviour and participation are embedded across provision.
- Strong safeguarding culture aligned with *Keeping Learners Safe*.
- Leadership/governance oversight and accessible evidence of impact over time.
- **Link:** <https://www.gov.wales/independent-schools-registration-and-operational-guidance-html>