

POLICY FOR THE SPIRITUAL, MORAL, SOCIAL AND CULTURAL DEVELOPMENT OF STUDENTS (SMSC)

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Reviewed by:	Deputy Head Pastoral, Y7-11 Deputy Head Pastoral, The International School Deputy Head Pastoral, Sixth Form Director of Pastoral Care
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At the core of the ethos at d'Overbroeck's is a commitment to creating an educational environment in which 'students are stimulated to grow into themselves as confident, thoughtful and considerate people, well equipped with the skills and understanding needed for their next steps'. Fostering the personal development of our students is, in other words, a key element of the school's aims and ethos.

As a school, d'Overbroeck's has no particular religious affiliation and our student body is made up of young people from a variety of backgrounds, cultures and faiths. We enjoy and value this mix and diversity and we aim to help our students to develop a set of core values and beliefs that will sustain them through life and see them through the dilemmas, choices and difficulties that they are bound to encounter at one point or another.

We aim to help our students to develop a reflective approach to themselves and to the world around them, encouraging students to look outwards, to be tolerant, to engage and manage the complexity and change in the world around them and to develop as well-informed global citizens.

1. Aims and principles

- To enable students to develop self-knowledge, self-esteem and self-confidence;
- To enable students to distinguish right from wrong and to respect the civil and criminal law of England;
- To encourage students to assume responsibility for their behaviour, to show initiative and to understand how they can make a positive contribution within their local community and to society more widely;
- To enable students to acquire a broad general knowledge and respect for public institutions and services in England;
- To help students respect and appreciate their own and other cultures in a way that promotes tolerance and harmony between different faiths, beliefs and cultural traditions;
- To promote actively the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs;

- To encourage respect for other people, paying particular regard to the protected characteristics set out in the Equality Act 2010 (see Appendix for the list of protected characteristics);
- To ensure that extremist or discriminatory opinions and behaviours have absolutely no place in any aspect of our school life;
- To encourage respect for democracy and support for participation in the democratic process, including respect for the basis on which the law is made and applied in England;
- To ensure that we preclude the promotion of partisan political views in the teaching of any subject in school, and to take such steps as are reasonably practicable to ensure that, where political issues are brought to the attention of students, a balanced presentation of opposing views is given. This should apply whether students are in attendance at school or taking part in extra-curricular activities which are provided or organised by or on behalf of the school. It should also apply in any promotion at the school, including through the distribution of promotional material, of extra-curricular activities taking place at the school or elsewhere.

2. Outcomes

The application of these aims and principles should result, among other things, in students developing:

- An understanding of how citizens can influence decision-making through the democratic process;
- An appreciation that living under the rule of law protects individual citizens and is essential for their well-being and safety;
- An understanding that there is a separation of power between the executive and the judiciary, and that while some public bodies such as the police and the army can be held to account through Parliament, others such as the courts maintain independence;
- An understanding that the freedom to hold other faiths and beliefs is protected in law;
- An acceptance that people having different faiths to oneself (or having none) should be accepted and tolerated, and should not be the cause of prejudicial or discriminatory behaviour;
- An understanding of the importance of identifying and combatting discrimination.

3. Spiritual development

Spiritual development is associated with attitudes, feelings, beliefs and emotions rather than that which is experienced through the physical senses. The spiritual dimension of life at d’Overbroeck’s is derived from our shared ethos – perhaps to be defined as a set of values, attitudes, expectations and reflections which help us to gain direction and meaning in our lives.

‘Spiritual’ is, of course, not synonymous with ‘religious’ though it certainly extends to an awareness of religious belief and of the diversity of religious belief systems. And, though as a school we have no particular religious affiliation, we fully recognise that some students will wish to express their spiritual awareness in religious terms.

We aim to foster the spiritual development of our students through:

- Promoting an environment where every student is given the scope to reach his or her full potential regardless of gender, race, disability or any other equality issues;
- Providing a school ethos which is tolerant, non-judgemental and respectful of the individual beliefs and values of every member of the d’Overbroeck’s community;
- Modelling this ethos in the relationships established between staff and students and within the staff community;
- Providing information and support to those who wish to pursue their own religious and spiritual development more actively, for example through participation in local societies, church, synagogue, mosque, etc;
- Demonstrating that there are many different legitimate belief systems and ways of celebrating and that all deserve understanding and appreciation;
- Proactively exploiting opportunities provided within the taught curriculum to explore issues relevant to spiritual development. This may well be more appropriate in some subjects than others, but is far wider than just REP. Most humanities and social sciences provide plentiful opportunities; the creative arts have strong associations with spirituality in its various expressions; and the interface of science and religion/human spirituality is also fertile ground for exploration and discussion;
- Encouraging students to explore and develop that which animates and inspires them and others through debate, discussion and reflection, both in class and through other opportunities that present themselves both in and outside school;
- Taking advantage of our small class sizes and relatively informal teacher-student relationships to foster a climate in which aspects of spirituality may be discussed actively, frankly and openly without undue embarrassment or self-consciousness;
- Using the Personal Development and extra-curricular activities programmes to allow the exploration of spirituality (for example, through topics in the Debating Society, Creative Writing, and visiting speakers, etc);
- Creating a coherent and cumulative programme of Personal Development that encompasses spiritual development in its many forms and provides opportunities to understand and discuss relevant issues.

4. Moral development

Moral development is concerned with enabling young people to build a framework of moral values, aligned with the law of the land, which regulates their personal behaviour. It is concerned with fundamental judgements and precepts about how people should behave and about the reasons for such behaviour.

It is about developing an understanding of society’s shared and agreed values while at the same time developing a capacity to reflect on these and evaluate them for oneself. It is also about understanding that society’s values are in continuous evolution in response to social and cultural change, and that there are many issues over which there is disagreement.

Not least it is about respecting the needs, interests and feelings of others; being ready to explore and discuss one’s own views and those of other people; and understanding the need to review and reassess one’s beliefs, preconceptions and conduct in the light of experience.

We aim to foster the moral development of our students through:

- Maintaining an ethos which is characterised by mutual respect and tolerance throughout our school community;
- Defending these core values as the foundational context in which moral understanding develops and modelling them in staff attitudes and behaviour;
- Providing a clear framework of values and behaviours which is promoted consistently through all aspects of school life;
- Operating an effective and explicit system of sanctions and rewards which is based on reason and fairness;
- Giving students opportunities across the curriculum and, where appropriate, in extra-curricular activities to explore and develop moral concepts and values, such as right and wrong, justice, personal rights and responsibilities;
- Offering students a degree of freedom and self-regulation that is often greater than they have experienced previously, in order that they may develop their own autonomous moral values and understanding in a manner appropriate to their age, and to encourage them to take responsibility for their own moral decisions;
- Combining this sense of freedom with secure and effective support and monitoring mechanisms, in order that students may receive whatever support and guidance may be necessary as they develop their own moral awareness and values;
- Ensuring a prompt, decisive response to any expressions of discrimination, bullying or abuse;
- Encouraging conflict-resolution based on a restorative approach of co-operation, discussion and agreed responses;
- Addressing moral issues through formal debates, assemblies, and the Personal Development programme in all year groups;
- Encouraging students to get involved in supporting charities and fundraising events and activities to support the wider community.

5. Social development

Social development refers to the abilities and qualities that young people need to acquire if they are to play a full and active part in society. It is about acquiring the skills and personal qualities necessary for living and working together in harmony with others and making a positive contribution to the school community and to the wider society. It also involves the development of the inter-personal skills necessary for successful relationships.

Social development has wider implications, however, also involving the ability to function effectively in a multi-racial, multi-cultural society and developing into a tolerant and responsible human being. It involves a developing knowledge and understanding of others as well as an understanding of society's institutions and structures, of its economic and political principles and organisations, and of individuals' roles and responsibilities within it.

We aim to foster the social development of all of our students through:

- Developing a student community that is anchored in shared values of respect, co-operation, self-discipline and friendship;

- Developing links between staff and students characterised by concern for individuals, open discussion and consultation and encouragement of individual personality and talents;
- In small class settings, ensuring the practice of respectful listening to others and encouraging individuals to contribute with confidence;
- A preference for promoting co-operation and self-motivation, rather than hierarchy and imposed discipline;
- Providing a range of opportunities for larger scale group activities (assemblies, sporting, musical, and dramatic events, the annual Leavers' Ball, etc) to foster a sense of community amongst the whole student body;
- Ensuring that all students have a voice that is actively heard and taken into consideration (for example, through the Student Council / Student Forum);
- Teaching students about public institutions and services;
- Providing positive and effective links with the world of work and with the wider community (for example, through the work experience programme in Year 10 and other aspects of the school's wide-ranging careers education programme, involving contributions from current parents and former students as well as external speakers);
- Providing opportunities for students to learn about, and to engage in, local and national democratic processes, including having democratic processes within the school whose members are voted for by the students (School Council / Student Forum; involvement in Youth Parliament, etc);
- Providing activities which promote awareness of the wider world, for example assemblies, talks given by members of staff and visiting speakers, trips, extra-curricular clubs and activities, etc;
- Encouraging students to develop valuable personal qualities such as thoughtfulness, honesty and respect by acting as exemplars and through the medium of a structured programme of Personal Development;
- Encouraging students to work co-operatively and providing opportunities for students to work in a variety of social groupings;
- Providing effective pastoral care and, where necessary, helping students to resolve any tensions and conflicts that may arise within school fairly, respectfully and considerately;
- Encouraging students to support nominated charities through school events;
- Encouraging students to develop pastoral awareness and support for one another, for example through the system of student mentors (eg, Year 11 students acting as mentors for those in Year 7; Upper Sixth students acting as mentors to the new cohort of Lower Sixth students);
- Encouraging tolerance for individual, cultural and other differences. This, coupled with a zero-tolerance approach towards bullying, helps to create an atmosphere in which students feel secure and form strong friendships which often span year groups, nationalities and cultural backgrounds.

6. Cultural development

By cultural development we mean the development of a knowledge and understanding of differing cultural beliefs, customs, traditions and 'ways of doing things' which, taken together, form the basis of identity and cohesion in societies and groups.

At its heart lies the need to develop a sense of rooted personal identity while at the same time acquiring an understanding and tolerance for other cultures and their traditions. Students at d'Overbroeck's develop an ability to recognise and understand their own cultural principles and values (and their dynamic and developmental nature) and to appreciate the influences which have shaped their own cultural heritage, whether music, drama, art, science, poetry or history, alongside an ability to appreciate cultural diversity and accord dignity and respect to other people's values and beliefs.

Cultural development should result in an ability to appreciate and operate within the emerging world culture of shared experiences provided by television, art, theatre, travel and the Internet. It is also about understanding that cultures are always changing and coping with change.

Promoting students' cultural development is intimately linked with the value we place on cultural diversity and on a firm rejection of all forms of discrimination.

We aim to foster the cultural development of our students through:

- Cultivating a harmonious, well-knit student community which is multi-ethnic and multi-cultural. We are fortunate in d'Overbroeck's to have a broad mix of students of different nationalities and cultures and we value the richness and diversity, and the opportunities to learn from one another, that this gives to our school community;
- Tackling any issues of discrimination or prejudice directly, and doing so in a way that ensures that any such occurrences become useful learning experiences for those involved and for others around them;
- Encouraging expressions of cultural diversity, for example in the creative arts, in the annual pantomime and the International Arts Festival run by our international students, through clubs and activities and through food (themed lunches) and language and through the curriculum;
- Providing opportunities for students to participate in literature, drama, music, art, crafts and other cultural events and encouraging students to reflect on their significance;
- Giving students the opportunity to explore different values, beliefs, and cultures through a variety of approaches, including discussion and debate, in order to gain a broader cultural understanding;
- Developing partnerships with outside agencies and individuals to extend pupils' cultural awareness (regular visits to theatres and galleries and to other organisations such as the BMW plant in Oxford, the Bank of England, the partnership that we have had with the Creation Theatre Company for many years, and our ongoing sponsorship of the Oxford Chamber Music Festival). Trips abroad also give students extended and direct experiences of other cultures, for example trips to Russia, Zambia, Namibia, China, Morocco and the USA;
- Maintaining an effective equal opportunities policy and practice.

7. Promoting SMSC at d'Overbroeck's

The development of students' character, personality and values is not something that can be pinned down to a timetable or targets; rather it needs to happen over their school career, organically, and as a result of an exposure to that consistent set of beliefs, attitudes, expectations and experiences that is part of the daily life of our community.

Much happens as part of the formal curriculum, especially in Personal Development or REP, but far more is also absorbed simply through the daily modelling and implementation of the values we all share. There is no SMSC department as such, yet the messages get through because they are evident in almost everything that we do. Here are just a few examples:

7.1 Our ethos

The ethos at d'Overbroeck's encourages open communication and mutual respect; it values and fosters individuality and diversity within a strong and tolerant community; it relies less on a multiplicity of formal rules and sanctions and more on fostering a growing sense of personal responsibility; and it places a strong emphasis on tolerance and consideration for others.

7.2 The curriculum

Every subject on the curriculum has its part to play in developing the spiritual, moral, social, and cultural aspects of student development. Certainly, some subjects such as Personal Development, Geography, Politics, History, Biology, Sociology, Psychology, Philosophy, English and REP have, by their nature, more obvious opportunities for exploring these issues; but the less overt contribution of other subject areas should not be underestimated.

Art explores cultural diversity and encourages discussion about the moral and spiritual aspects of life as a product of student investigation into the work of particular artists; Computing classes have tackled issues such as e-safety, 'Photoshop hides the truth and accentuates the impossible' or 'Computer games are bad for children'; Maths investigates the misuse of statistics; Drama encourages respect and nurtures artistic talent, vision and creativity, developing a strong degree of individual and group responsibility to each other, the work and the audience.

7.3 Assemblies

The regular weekly assemblies for students in Years 7-11 and 9i, 10i and 11i in the International School give staff and students the opportunity to address a very wide range of significant issues. These can be very powerful in what they promote and in what they reject. Themes have included 'conflict, memory and remembrance', 'the importance of happiness to school life'; the significance of harvest across cultures', 'the nature of friendship and positive relationships', 'what is the meaning of charity', 'threats to the blue planet' 'avoiding clichés in one's use of language', 'sporting excellence, linked to concepts of resilience, reflection and reasoning', 'present-giving at Christmas time', 'how to promote cultural understanding in communities', to name but a few.

At the International school and 7-11, house assemblies are also held every second week and twice every half term respectively. These are a chance for the House Captains and Vice-Captains to embrace their leadership role by announcing house news and upcoming competitions and by encouraging students to participate in them.

7.4 The Lower Sixth Personal Development Programme

An integral part of the Lower Sixth timetable, this is a very wide-ranging programme of speakers and workshops intended to open new horizons for students and to expose them to issues and questions that lie outside their day-to-day experience. Topics covered have included famine and poverty in the developing world, LGBT+ issues (led by our own students), research into the teenage brain, and lively debates on current topics such as BREXIT and the 2019 general election. Sessions are run both in large groups, but also smaller groups of up to 10 to give scope for more discussions. This is also where elements of the PSHE curriculum (consent, healthy relationships and RSE) will be embedded with input from the pastoral team.

7.5 Music, drama, dance and debating / public speaking

These are strong and lively areas of activity at d'Overbroeck's, providing numerous opportunities for students throughout the age range to take part in concerts, plays, musicals, dance performances and debating & public speaking events, both inside and outside of school. These all play a very important part in nurturing self-confidence and self-assurance, the ability to listen to, and work closely with others, as well as a growing sense of maturity and cultural awareness. A typical academic year would include several concerts, a major production involving a large number of students throughout the school, several smaller scale drama productions and dance events, and our students taking part in a variety of debating and public speaking competitions both within school and externally.

7.6 House system

We have three houses in the 7-11 section and The International School – Austin, Cooper and Morris.

Our house system is run in large part by House Captains and Vice-Captains. Having completed an application form outlining their credentials for leadership, they must then deliver speeches in house assemblies and be elected by the other members of their house. Ballot boxes and voting slips are used, so the process is a useful means of teaching citizenship and the workings of democracy.

The extended and supportive groups created by the house system provide a superb platform for a rich variety of house competitions, which include sports days, swimming galas, open-mic events and the annual International Arts Festival. These are often more about co-operation within houses than competition between them, but the competitive element can encourage friendly rivalry and an opportunity to demonstrate leadership skills from the captains.

7.7 Extra-curricular activities

These can be powerful opportunities for personal development. The school has a busy and diverse programme of clubs, activities, trips and events; examples include trips to Morocco, the USA, Italy, France and Greece, a mature Duke of Edinburgh award programme and clubs ranging from aerial silks to yoga from Netball to Knitting and from Rugby to Board Games. On Thursdays, students from the different sections come together to take part in these activities and this provides an excellent opportunity for our students to work together and get to know each other.

At the International School, students also participate in after-school clubs. There are 16 varied clubs currently on offer, including Scouts, chess, photography and gym. As they are held every day, students are often members of multiple clubs. A trip is also offered every Saturday and every Sunday during term time. Destinations vary widely, but they typically include museums, galleries or concerts. Trips further afield, such as London and Bath, offer an excellent means for students to widen their cultural horizons.

One-off events and activities have included students attending a prom written by the father of one of our students, to myriad theatre trips to Thorpe Park, to a Psychology conference at Warwick University featuring our own Head of Psychology giving one of the papers.

7.8 Promoting environmental awareness

We believe that an informed awareness of environmental issues, both in one's own immediate context and more globally, is an important part of the education that we must give our students. There is consequently an array of environmental initiatives involving staff and students at d'Overbroeck's.

7.9 Creating leadership opportunities

These are offered in a whole variety of contexts such as membership of the School Council (Years 7-11 and International School) and Student Forum (Sixth Form), the Student Mentors systems referred to earlier, the language leaders programme, the sports leaders award, providing opportunities for students to develop leadership roles in which they gain valuable life skills and experience.

7.10 Outside speakers

The school has a wide-ranging programme of outside speakers. Some are regular slots like the Biology+ programme where a number of speakers come in to discuss current issues and to prepare students for university life, or part of the Lower Sixth Personal Development programme (where recent visitors have included a recovering addict, an expert on Body Language, a female CEO discussing the 'glass ceiling' and a local MP). Others have been one-offs arranged whenever a serendipitous opportunity arises, such as a recent talk by an eminent Professor of Sociology, to talks by poets and award-winning authors, and a discussion led by Flooglebinder on the importance of Conservation and Environmental issues. Such visits have a huge influence on students, not simply in the knowledge they convey, but also in providing opportunities for interacting with a wide range of different personalities and life experiences, something which will inevitably provide material for reflection and evaluation in the development of their own character.

We use Personal Development to engage our younger students through contact with speakers from outside the school. Jim Katouzian from Thames Valley Police has visited regularly to speak about the dangers of internet radicalisation. Other recent speakers have included Mackenzie Aspell from Homeless Oxford and Janina Bisley, who gave a moving first-hand account of her family's experience as refugees.

7.11 Student participation in external events

This includes events such as university fairs, various academic conferences and sporting events. We believe it important that our students leave our confines to meet others and to

take an active part in external events. We are proud, for example, of the great success enjoyed by our students in a range of Olympiad events, debating competitions and local/national essay writing and creative competitions.

7.12 The pastoral system

d'Overbroeck's has a strong system of pastoral guidance and, whether the relevant staff are called Form Tutors (in Years 7-11 and in the International School) or Directors of Studies (in the Sixth Form), the strong relationships that are established between staff and students have a lasting influence on students' personal development.

Student pastoral issues are discussed at regular form tutor meetings which, for the International School, include our school nurse and members of boarding staff. Several form tutors have been trained in Mental Health First Aid.

Three counsellors are employed by the school. They are a valuable addition to our pastoral care team and they offer support to students across all sections of the school.

In addition to the above, our CPOMS software allows any pastoral concerns to be communicated by all staff in an efficient and confidential manner. A safeguarding email address allows students can use to contact the Lead DSL directly to report safeguarding concerns and phone numbers of the DSL team are displayed in all sites.

7.13 Links with the wider community

d'Overbroeck's is very much part of its community and we engage with our local community in a variety of ways. A recent example includes a visit by the Brodsky Quartet performing to our own students, pupils from another school and local residents. This culminated in the world premiere of Jeremy Hamway-Bidgood's film based on Vaughn Williams's 'On Wenlock Edge'.

Some of our students recently launched a Sixth Form food-bank collection scheme in a Year 12 Assembly. The International School organised a visit to Homeless Oxford and to Asylum Welcome - the latter was followed by a food collection for refugees.

Our newly developed TRACK programme has led to a number of visits to forge links with the wider Oxford community. TRACK students recently visited Cowley Road to investigate multiculturalism and we were the first educational establishment to visit the Oxford Centre for Islamic Studies, where a tour and discussion took place with its imam.

7.14 Charity fundraising

Considerable sums are raised by students each year for charities locally, nationally and internationally. Comic Relief, Sport Relief, Macmillan and Marie Curie Cancer Care and the Helen and Douglas House children's hospices have all been recent recipients as well as the homeless and those suffering from Parkinson's Disease and mental health issues.

Years 7-11 have a special relationship with an Orphanage in Sierra Leone and have raised money for food, clothing and to dig a well to provide clean water. Second-hand uniform was also gratefully received. Following a Geography department trip to Morocco in 2018 Sixth Form students formed a support group to raise funds for a small Moroccan charity called 'Education for All', which provides the opportunity for girls from rural communities to

continue their education after primary school. More recently, fundraising has taken place for charities such as Care4Calais and Freedom4Girls.

Our far flung 'adventure' trips to places like Zambia and Namibia have always involved an important contribution to the community we visit. For instance, the group that went to Namibia conceived, designed and built equipment for a small adventure playground for a rural school.

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This policy is written in accordance with:

- The Education (Independent School Standards) (England) Regulations 2014, PART 2: Spiritual, moral, social and cultural development of pupils.
- ISI Regulatory Requirements: Part 2 Regulation 5 (a to d) (commentary paragraphs 120-149).

Linked school policies:

- Behaviour, rules, rewards and sanctions
- Curriculum
- Equal opportunities for students
- Safeguarding and promoting the welfare of children

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APPENDIX

The following are protected characteristics under the Equality Act 2010:

- age;
- disability;
- gender reassignment;
- marriage and civil partnership;
- pregnancy and maternity;
- race;
- religion or belief;
- sex;
- sexual orientation.

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