

Personal Development at William Booth

What are the 4 GEMS at William Booth?

Many years ago, inspired by the book *Outliers* and the work of Carol Dweck, we set out to make **developing a positive mindset** a central feature of being a pupil at William Booth.

After consultation with staff, pupils and our community, The **4GEMS** were born:

Grit - putting in the hours, sticking at it when the going gets tough, showing the determination and tenacity to see something through.

Effective - knowing how to learn, using resources, asking questions, using feedback, understanding your own strengths and weaknesses, being able to ask for help when needed, adopting different learning strategies.

Motivated - having ambition, taking on challenges, having goals and aspirations, having high expectations for yourself.

Switched-on - being ready to learn, listening, not fussing or getting distracted, knowing what you're supposed to be doing, being focused and alert, being able to follow instructions.

Now an imbedded part of school life, the belief in the 4 GEMS is there: they are role-modelled, named, taught, recognised, intergrated and celebrated across school life.



What is the impact?

The biggest initial impact of the **4GEMS** was an increase in the resilience of our learners. Low level behaviour decreased and learning improved.

Now, they are evident in the remarkable achievements of our pupils, and their ability to articulate and value the skills that they've used to get there. They effect everyone connected to our school. As pupils: *"Sometimes when I'm finding something difficult I tell myself to use my Grit and it just helps"*. As parents and carers: *"Talking to a teacher about how my son needs to be Switched-on made me realise the importance of him getting a good night's sleep"*. And staff: *"It sounds funny, but you don't just teach the 4GEMS - I actually them myself as a teacher. And I think that shows how good they are for everyone."*