



## Relationships Education Policy including Sex Education Policy

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<b>Reviewed by</b>	Emma Tayler, headteacher; Victoria Hilliar, PSCHE lead and PD and W Committee

## Introduction:

At Market Harborough C of E Academy, we promote a healthy, safe and caring environment for all pupils and staff. We provide a broad and balanced curriculum for all our pupils, which values their diverse backgrounds and needs. We promote pupil's self-esteem and emotional wellbeing and help them to form and maintain worthwhile and satisfying relationships, based on respect for themselves and for others, at home, at school, at work and in the community. We prepare our pupils to confidently engage with the challenges of adult life. We provide enough information and support to enable our pupils to make safe choices. Through an enriched curriculum, we provide children, with opportunities to develop the necessary skills to manage their lives effectively. We help our children to learn to respect themselves and others and move safely from childhood, through adolescence, into adulthood. Relationships Education makes a major contribution to fulfilling our school's vision/Values and Aims which are:

## School Aims:

### For children, staff and governors to be:

- ❖ Successful, engaged learners who are knowledgeable, skilled, enjoy learning, make strong progress and achieve
- ❖ Confident, articulate individuals who can lead safe, healthy and hopeful lives
- ❖ Responsible citizens who make a positive contribution to society
- ❖ Outward facing; keen to serve our parents and our wider parish and community; all working together for the common good
- ❖ Aspiring to 'live life in all its fullness' John 10.10
- ❖ Inclusive, welcoming and cherishing everyone.

### Market Harborough CE Academy Vision, Values and Golden Threads:

Our school vision is for our community to '**Grow Together in God's Love**'.

Our values were developed in consultation with parents, staff and children and are interwoven by the golden threads of our school: **Hope for Humanity, Stewards of the Earth, Community of Learners, Confident Communicators and Passionate Readers.**



These vision, values and golden threads form the foundation of our school as we seek to guide our school community to be a light and hope to those around them.

### The following 5 statements are based on our school values and will guide our behaviour in school:

*In our school, with God's help we:*

- ❖ Respect ourselves, value others and our environment and show compassion in all we do.
- ❖ Build strong relationships based on good manners, trust, generosity and forgiveness.
- ❖ Follow instructions and always try our hardest even when we find things difficult.

- ❖ Think carefully about the choices we make and try to be wise and courageous.
- ❖ Will count our blessings and be grateful for the good things in our world and trust that as each day closes, we have been better people than we were the day before these have been a key part.

At Market Harborough C of E Academy and in line with the principles set out in the Church of England Charter for faith sensitive and inclusive relationships education, relationships and sex education (RSE) and health education (RSHE) we seek to provide Relationships Education, Relationships and Sex Education (RSE) and Health Education (RSHE), which will enable all pupils to flourish.

### We commit:

- ❖ **To work in partnership with parents and carers.** This will involve dialogue with parents and carers through all stages of policy development as well as discussing the resources used to teach their children and how they can contribute at home. It must, however, be recognised that the law specifies that what is taught and how it is taught is ultimately a decision for the school.
- ❖ **That RSHE will be delivered professionally and as an identifiable part of PSHE.** It will be led, resourced and reported to parents in the same way as any other subject. There will be a planned programme delivered in a carefully sequenced way. Staff will receive regular training in RSHE and PSHE. Any expert visitors or trainers invited into the school to enhance and supplement the programme will be expected to respect the schools published policy for RSHE.
- ❖ **That RSHE will be delivered in a way that affords dignity and shows respect to all who make up our diverse community.** It will not discriminate against any of the protected characteristics in the Equality Act<sup>1</sup> and will be sensitive to the faith and beliefs of those in the wider school community. RSHE will seek to explain fairly the tenets and varying interpretations of religious communities on matters of sex and relationships and teach these viewpoints with respect. It will value the importance of faithfulness as the underpinning and backdrop for relationships. It will encourage pupils to develop the skills needed to disagree without being disagreeable, to appreciate the lived experience of other people and to live well together.
- ❖ **That RSHE will seek to build resilience in our pupils to help them form healthy relationships, to keep themselves safe and resist the harmful influence of pornography in all its forms.** It will give pupils opportunities to reflect on values and influences including their peers, the media, the internet, faith and culture that may have shaped their attitudes to gender, relationships and sex. It will promote the development of the wisdom and skills our pupils need to make their own informed decisions.
- ❖ **That RSHE will promote healthy resilient relationships set in the context of character and virtue development.** It will reflect the vision and associated values of the school, promote reverence for the gift of human sexuality and encourage relationships that are hopeful and aspirational. Based on the school's values it will seek to develop character within a moral framework based on virtues such as honesty, integrity, self-control, courage, humility, kindness, forgiveness, generosity and a sense of justice but does not seek to teach only one moral position.
- ❖ **That RSHE will be based on honest and medically accurate information from reliable sources of information, including about the law and legal rights.** It will distinguish between different types of knowledge and opinions so that pupils can learn about their bodies and sexual and reproductive health as appropriate to their age and maturity.

- ❖ **To take a particular care to meet the individual needs of all pupils including those with special needs and disabilities.** It will ensure that lessons and any resources used will be accessible and sensitive to the learning needs of the individual child. We acknowledge the potential vulnerability of pupils who have special needs and disabilities (SEND) and recognise the possibilities and rights of SEND pupils to high quality relationships and sex education.
- ❖ **To seek pupils' views about RSHE so that the teaching can be made relevant to their lives.** It will discuss real life issues relating to the age and stage of pupils, including friendships, families, faith, consent, relationship abuse, exploitation and safe relationships online. This will be carefully targeted and age appropriate based on a teacher judgment about pupil readiness for this information in consultation with parents and carers.

## Intent of our Relationships and Sex Education Curriculum:

At Market Harborough C of E Academy through the delivery of Relationships Education we intend to further our school's aims of providing a curriculum which is relevant to the needs of pupils, both now and in the future. It will enable pupils to develop knowledge, skills and attitudes, which enhance their personal development and wellbeing. This will have a direct, positive effect on their progress and achievement in school.

All adults in school will work towards achieving these aims for Relationships Education.

We seek to enable our children to:

- ❖ develop interpersonal and communication skills
- ❖ develop positive, personal values and a moral framework that will guide their decisions and behaviour
- ❖ respect themselves and others, their views, backgrounds, cultures and experiences
- ❖ develop respectful, caring relationships based on mutuality, reciprocation and trust
- ❖ develop their ability to keep themselves and others safe, physically and emotionally, both on and offline
- ❖ develop their understanding of a variety of families and how families are central to the wellbeing of children
- ❖ recognise and avoid coercive and exploitative relationships
- ❖ explore relationships in ways appropriate to their age and stage of development
- ❖ value, care for and respect their bodies
- ❖ build confidence in accessing additional advice and support for themselves and others.

## Implementing Our Policy

### Inclusion:

In relation to those with special educational needs or disability, we ensure our Relationships Education programme provides for those with additional needs. We recognise that those with SEND are often more vulnerable to sexual harassment and abuse and that we need to ensure that children are supported to develop appropriate strategies and attitudes to keep themselves safer. We consider:

- ❖ their level of vulnerability to coercion and pressure
- ❖ their previous experience of negative behaviours in peer or child-adult relationships
- ❖ their need to learn and demonstrate appropriate behaviour
- ❖ their need to develop self-esteem and positive body image

- ❖ the need to involve all staff, including ancillary staff and parents/carers, in policy development, planning and training
- ❖ the management of personal care
- ❖ clarity about sources of support for pupils.

## Equality:

The [Equality Act 2010](#) has special resonance in Relationships Education. Through this area of learning we seek to develop key interpersonal skills such as respect and empathy which enable pupils to understand the rights and responsibilities we all have towards one another.

The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We will ensure that our provision of Relationships Education is not only equally accessible and inclusive for all pupils with protected characteristics, or who have family members with protected characteristics, but also that it reduces discrimination, advances equality of opportunity and encourages good relations between different groups.

In order to ensure that Relationships Education meets the needs of all:

- ❖ We will reflect a range of lifestyles and family structures so that all children see themselves and their families reflected back in the lessons.
- ❖ We will ensure that the law in relation to, for example, marriage, online behaviours, sexuality, gender and violence are explained in age appropriate ways.
- ❖ Where there are different cultural or religious views about families, relationships or behaviours, we will share these to ensure children see their family views represented.
- ❖ We will not seek to gain consensus, but will accept and celebrate difference.
- ❖ We will, as appropriate, ensure that a variety of views and beliefs are reflected back to pupils.
- ❖ In order to ensure that children of all genders can access information they need, we will teach in mixed gender groups wherever possible.
- ❖ We will encourage respect and discourage abusive and exploitative relationships.
- ❖ We will not ask children to represent the views of a particular religious or cultural group to their peers, unless they choose to do so.
- ❖ We support children in developing their knowledge about and attitudes towards diversity throughout units of work including:
  - ❖ Diversity and Communities
  - ❖ Family and Friends
  - ❖ Beginning and Belonging

## Safeguarding:

We understand the importance of high-quality Relationships Education as we fulfil our statutory safeguarding duties. Relationship Education enables pupils to understand about mutual, consensual and reciprocated relationships in all their forms. Whether the children are learning about friendships, families, relationships in school or the wider community, they will be developing essential skills which underpin their ability to recognise abusive relationships. Teaching about 'Family and Friends' and 'Anti-bullying' enables us to fulfil our statutory duty to prevent 'peer-on-peer' abuse.

In the case of RSE and Personal Safety, we recognise that effective teaching may alert children to what is appropriate and inappropriate behaviour (including inappropriate sexual behaviour) and that there is an increased possibility that a disclosure relating to abuse may be made. RSE and Personal Safety enable us to fulfil our duty to prevent Female Genital Mutilation (FGM). All staff are aware of the Safeguarding and

Child Protection procedures and will report disclosures or concerns to the Designated Safeguarding Lead (DSL) immediately. The DSL is the **headteacher Emma Tayler** and the **deputy DSLs are George Norman, Joanna Tidmarsh, Nick Lee and Sally Ingram.**

### **Development of the Policy:**

This policy has been developed in consultation with staff, governors and parents/carers. The consultation period followed the provision of information about the duties and statutory elements which have to be included in Relationships Education. It has also included gathering views on needs and priorities for the school community.

All views expressed by staff, governors and parents/carers about the policy have been considered. Consultation did not give a veto to individual members of the school community. The final decision on policy and delivery has been made by the school, having listened to the needs and views of the school community.

### **Consulting on our Policy:**

Before consultation activities, parents/carers, pupils and other stakeholders have been given information about Relationships Education and associated duties in ways which are accessible to them. They have been asked for their views about appropriate ages for particular topics, to share relevant views and beliefs and to consider the suitability of the school's aims for Relationships Education.

Parents/carers have been consulted directly through questionnaires and some parents/carers have also been represented by a focus group and parent/carer governors.

Further consultation with parents/carers will be carried out when the policy is reviewed, which happens at least every 3 years.

## **Involving the Whole School Community**

### **Working with Staff:**

Teaching Relationships Education can be very rewarding, but we understand that, in order to feel confident, staff need opportunities to develop their own knowledge, skills and attitudes. We recognise that every adult has different personal beliefs and attitudes, but that all teachers must understand and comply with their duties connected with safeguarding, equality and inclusion.

Teachers have a duty to deliver statutory areas of the curriculum and all teachers will be supported to develop their skills in delivering non statutory areas such as sex education. We will discuss relevant issues and staff concerns and, where appropriate, arrange training to enable staff members to feel confident in delivering the various aspects of Relationships Education. We will also encourage the sharing of good practice. We may also use team teaching to develop confidence.

Those with special responsibility for the development of Relationships Education will be offered opportunities to consult with advisors and attend external training courses.

### **Working with Governors:**

This policy has been developed with governor involvement, so that the governors are able to fulfil their statutory duties.

It is the responsibility of the governors to ensure, through consultation, that the Relationships Education Policy reflects the needs and views of our community.

In order to facilitate this process, the Relationships Education Policy will appear annually on the agenda of one governors' meeting. The policy will be available on the school's website. Our link governor for PSHCE (including Relationships Education) is **Jill Howard**.

It is the role of governors to ensure that:

- ❖ pupils make progress in Relationships Education in line with the expected educational outcomes
- ❖ the subject is well led, effectively managed and well planned
- ❖ the quality of provision is subject to regular and effective self-evaluation
- ❖ teaching is delivered in a way which is accessible to all
- ❖ clear information is given to parents/carers
- ❖ the subject is resourced and taught in a way which enables the school to fulfil statutory requirements.

### **Engaging with Pupils**

We will involve pupils in the evaluation and development of their Relationships Education in ways appropriate to their age. We will seek opportunities to discuss children's views about the content of their PSHCE lessons.

- ❖ We will engage the pupils in assessment activities to establish their development needs, for example 'Draw and Write' activities.
- ❖ We will encourage pupils to ask questions as they arise by providing anonymous question boxes.
- ❖ We will ask pupils to reflect on their learning and set goals for future learning.
- ❖ We will consult pupils (e.g. through the School Council) about their perception of the strengths of our Relationships Education provision and the areas to be further developed.

### **Communicating with Parents/carers:**

Parents/carers are the first educators of their children about relationships, emotions, empathy, respect and growing up. We recognise that many children like to receive information about relationships from their parents/carers in addition to their learning in school. Therefore we seek to work in partnership with parents/carers when planning and delivering Relationships Education. We will encourage this partnership by:

- ❖ Sharing details of our curriculum on our website
- ❖ Informing parents/carers by newsletter email of forthcoming Relationships Education topics e.g. Personal Safety, Anti-bullying and RSE.
- ❖ Inviting parents to learn more about the approach used in Relationships Education and RSE
- ❖ Informing parents/carers about PSHCE, Relationships Education and RSE programmes as their child joins the school through the school website
- ❖ Providing supportive information about parents' role in Relationships Education
- ❖ Inviting parents to discuss their views and concerns about Relationships Education on an informal basis through year group workshops at the start of the academic year and focus groups to gain the views of new and current parents every other year.
- ❖ Signposting parents/carers to sources of support to help them address the needs of their child or build their own confidence in talking about relationships with their children



## Working with External Agencies and the Wider Community:

We believe that all aspects of Relationships Education are most effectively taught by those who know our pupils well and are aware of their needs. We encourage visitors to our school, who may enhance, but never replace, our planned provision. We will work closely with visitors to ensure that the needs of our pupils are met.

We will follow this Code of Practice when working with visitors:

- ❖ The care and management of pupils is the responsibility of the school at all times.
- ❖ In class teaching situations, visitors will not be asked to work alone with pupils, but will be supported by a member of staff.
- ❖ The school will know whether visitors are DBS checked and arrangements will be made to accompany them as appropriate.
- ❖ All visitors will be made aware of the content and principles of this Policy, prior to their visit.
- ❖ All lessons will be planned in direct liaison with the PSHCE Co-ordinator/Class teacher, taking account of the age and needs of the group and the context of the work within the Relationships Education programme.
- ❖ Visitors will be reminded that, whilst contributing to Relationships Education in a classroom setting, they must adhere to the same confidentiality code as staff members. Class teaching must be seen as separate from health or other targeted interventions to support wellbeing.
- ❖ Any resources which a visitor wishes to use or distribute will be discussed and agreed with the PSHCE Co-ordinator/Class Teacher beforehand.
- ❖ The contributions of visitors will be regularly monitored and evaluated.

## Statutory Requirements:

Primary Schools are required to teach Relationships Education with the option to include Sex Education at the schools/Trusts discretion. Therefore where we have previously been teaching some or all content under the PSHE and SMSCE the overlapping content must from 2020 form part of the schools RSE Policy and be subject to parent consultation.

This policy is consistent with current national legislation (Education Act 2002, Academies Act 2010, Equalities Act). It takes account of the proposed changes to RSE and Health Education which will become statutory in Sept 2020 as described in the Children and Social Work Bill 2017. It is also consistent with current national guidance 'Sex and Relationship Education Guidance' (DfEE 2000) and 'Sex and Relationships Education for the 21<sup>st</sup> Century'.

**\*All RSE policies and the delivery of these policies will be in line with the current Market Harborough C of E Safeguarding Policies and Practices document.**

**Please see Appendix 1**

## Curriculum Organisation:

Our Relationships Education Curriculum (see appendix) is wholly consistent with the DfE statutory requirements for Relationships Education and Health Education (2020), National Curriculum (2014), other DfE and OfSTED guidance. It also reflects best practice described by the Sex Education Forum and PSHE Association. We consider Relationships Education to be a continuous process of learning, which begins before the children enter our school and continues into adulthood. We have planned a curriculum appropriate to each age group with a spiral of progression. All adults working with children have a part to play in supporting the delivery of Relationships Education.



## The delivery of RSE will fall into the following categories

### **Families and people who care for me**

Pupils should know:

- ❖ that families are important for children growing up because they can give love, security and stability
- ❖ the characteristics of healthy family life, commitment to each other, including in times of difficulty, protection and care for children and other family members, the importance of spending time together and sharing each other's lives
- ❖ that others' families, either in school or in the wider world, sometimes look different from their family, but that they should respect those differences and know that other children's families are also characterised by love and care
- ❖ that stable, caring relationships, which may be of different types, are at the heart of happy families, and are important for children's security as they grow up
- ❖ that marriage represents a formal and legally recognised commitment of two people to each other which is intended to be lifelong
- ❖ how to recognise if family relationships are making them feel unhappy or unsafe, and how to seek help or advice from others if needed

Marriage in England and Wales is available to both opposite sex and same sex couples. The Marriage (Same Sex Couples) Act 2013 extended marriage to same sex couples in England and Wales. The ceremony through which a couple get married may be civil or religious.

### **Caring friendships**

Pupils should know:

- ❖ how important friendships are in making us feel happy and secure, and how people choose and make friends
- ❖ the characteristics of friendships, including mutual respect, truthfulness, trustworthiness, loyalty, kindness, generosity, trust, sharing interests and experiences and support with problems and difficulties
- ❖ that healthy friendships are positive and welcoming towards others, and do not make others feel lonely or excluded
- ❖ that most friendships have ups and downs, and that these can often be worked through so that the friendship is repaired or even strengthened, and that resorting to violence is never right
- ❖ how to recognise who to trust and who not to trust, how to judge when a friendship is making them feel unhappy or uncomfortable, managing conflict, how to manage these situations and how to seek help or advice from others, if needed

### **Respectful relationships**

Pupils should know:

- ❖ The importance of respecting others, even when they are very different from them (for example, physically, in character, personality or backgrounds), or make different choices or have different preferences or beliefs
- ❖ practical steps they can take in a range of different contexts to improve or support respectful relationships
- ❖ the conventions of courtesy and manners
- ❖ the importance of self-respect and how this links to their own happiness
- ❖ that in school and in wider society they can expect to be treated with respect by others, and that in turn they should show due respect to others, including those in positions of authority
- ❖ about different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help
- ❖ what a stereotype is, and how stereotypes can be unfair, negative or destructive

- ❖ the importance of permission-seeking and giving in relationships with friends, peers and adults

### Online relationships

Pupils should know:

- ❖ that people sometimes behave differently online, including by pretending to be someone they are not
- ❖ that the same principles apply to online relationships as to face-to-face relationships, including the importance of respect for others online including when we are anonymous
- ❖ the rules and principles for keeping safe online, how to recognise risks, harmful content and contact, and how to report them
- ❖ how to critically consider their online friendships and sources of information including awareness of the risks associated with people they have never met
- ❖ how information and data is shared and used online.

### Being safe

Pupils should know:

- ❖ what sorts of boundaries are appropriate in friendships with peers and others (including in a digital context)
- ❖ about the concept of privacy and the implications of it for both children and adults; including that it is not always right to keep secrets if they relate to being safe
- ❖ that each person's body belongs to them, and the differences between appropriate and inappropriate or unsafe physical, and other, contact
- ❖ how to respond safely and appropriately to adults they may encounter (in all contexts, including online) whom they do not know
- ❖ how to recognise and report feelings of being unsafe or feeling bad about any adult
- ❖ how to ask for advice or help for themselves or others, and to keep trying until they are heard,
- ❖ how to report concerns or abuse, and the vocabulary and confidence needed to do so
- ❖ where to get advice, for example family, school or other sources.

Our PSHCE topic structure does not separate delivery of Relationships Education from Health Education and wider PSHCE. We deliver topics which, taking the lead from children's lived experiences, consider related themes including development of knowledge, skills and attitudes in an integrated way. The topics where Relationships Education is a significant driver are:

- Anti-bullying
- Digital Lifestyles
- Diversity and Communities
- Family and Friends
- Managing Change
- My Emotions
- Personal Safety
- Relationships and Sex Education

Also: Working Together, Beginning and Belonging, Rights, Rules and Responsibilities

Relationships Education will be taught in:

- ❖ PSHCE through designated lessons, circle time, focused events, health weeks
- ❖ Other curriculum areas, especially Science, English, RE, PE and computing
- ❖ Enrichment activities, especially our assembly programme, growth mindset approaches, visits from the Life Education Centre, social skills groups, involvement in school trips and adventurous activities, activities carried out as part of our development as a healthy school.

## Teaching Methodologies:

Our aim is that teachers use a range of teaching methodologies where skills such as communication, compromise and negotiation are practised in classroom situations and where attitudes such as respect and empathy are modelled and discussed. We encourage teachers to ensure that group work, debate, taking other people's view points and working together are practised in all PSHCE lessons and across the wider curriculum. Our Relationships Education lessons are not simple opportunities to give information, but to explore views and perspectives and develop possible solutions through discussion and interaction.

In keeping with this approach we base our curriculum on a series of questions children will have the opportunity to engage with, rather than banks of knowledge they will acquire.

**Ground Rules:** Relationships Education is taught in a safe, non-judgemental environment where all adults and children are confident that they will be respected. Specific ground rules will be established at the beginning of any Relationships Education work, in addition to those already used in the classroom. They will cover the following areas:

- ❖ appropriate use of language
- ❖ the asking and answering of personal questions
- ❖ strategies for checking or accessing information.

**Distancing Techniques:** In order to protect children's privacy, we will employ teaching and learning strategies which enable them to discuss issues without disclosing personal experience. For example, we will use *fiction, puppets, role-play and videos* to enable children to share ideas and opinions and to practise their decision-making skills in a safe learning environment.

## Relationships and Sex Education (RSE):

Our topic, RSE, combines elements of Relationships Education (e.g. learning about families, personal safety and emotional wellbeing) with aspects of Health Education (e.g. learning about the spread of illnesses and the changing adolescent body). This combination offers the best location for our provision of non-statutory sex education. Although 'RSE' as a subject is not statutory at primary level, many aspects of our RSE topic are statutory parts of Relationships Education and Health Education. Some elements of our RSE topic are part of the statutory National Curriculum for Science (e.g. the biological aspects of puberty, reproduction and the spread of viruses).

We will ensure that children receive teaching about puberty at Y4, Y5 and Y6 in order to prepare them for the physical, emotional and social changes they are approaching or undergoing. We will review the age at which puberty is introduced depending on the needs of each cohort.

We understand that at times children will benefit from varying methods of delivering the RSE curriculum. For example, we may use single-sex groups or small group teaching where this will help us to meet the needs of particular children more effectively, we will use team teaching where this enables us to best use teacher expertise. We will ensure there are positive educational reasons for each method of delivery.

Teachers will consider what prior learning is needed for their cohort before beginning each unit especially while the new curriculum is being fully embedded. Consideration will also be given to teaching subjects to younger siblings which may not have been covered with older siblings yet so parents can discuss these in advance and/or ask for school support.

### **Curriculum Materials and Resources:**

We will primarily use the '*Cambridgeshire Primary Personal Development Programme*' and the resources recommended within it when planning and delivering Relationships Education. We will avoid a 'resource-led' approach, instead focussing on the needs of the children and our planned learning objectives. We will carefully select resources which meet these objectives. We will evaluate teaching resources thoroughly before using them. We will select resources which:

- ❖ are consistent with our curriculum for Relationships Education
- ❖ relate to the aims and objectives of this policy
- ❖ are suitable to the age, maturity, needs, linguistic proficiency and ability of the children
- ❖ appeal to children
- ❖ are up-to-date in factual content
- ❖ are produced by a reputable organisation
- ❖ do not show unfair bias e.g. towards a commercial product, religious view point
- ❖ avoid racial, gender, sexual, cultural and religious stereotyping and heteronormativity
- ❖ encourage active and participative learning
- ❖ conform to the statutory requirements for Relationships Education

### **Safe and Effective Practice:**

In our school we have a clear Confidentiality Policy, which is shared with staff and parents/carers. This policy is communicated to parents/carers in the School website. The policy states that:

- ❖ Staff are unable to offer absolute confidentiality.
- ❖ We will reassure children that staff will act in their best interests and that this may involve sharing information if the child is at risk of harm.
- ❖ Children will be told if information is to be shared (taking special care with very young children or those with significant special needs) and will be offered appropriate support.

Professionals, such as school nurses and youth workers, are bound by their professional codes of conduct when offering advice and guidance to individual pupils. This often involves offering a greater level of confidentiality than school staff are able to give. However, in a classroom and other teaching situations, when they are contributing to our planned Relationships Education programme, they will follow the school's Confidentiality Policy. Health professionals will ensure that children are aware of the boundaries of confidentiality when beginning work with classes.

### **Answering difficult questions:**

We acknowledge that sensitive and complex issues will arise in Relationships Education, as pupils will naturally ask questions. When spontaneous discussion arises, it will be guided in a way which reflects the stated school aims and curriculum content. As a first principle, we will answer questions relating to the planned curriculum for that age group or below to the whole class. We will answer questions relating to areas beyond the planned curriculum for that age group, in a sensitive and age appropriate way, only to the pupil/s who have asked the question. Teacher may decide to inform families about questions which go beyond the planned curriculum, in order to further home/school partnerships. If a member of staff is uncertain about the answer to a question which goes beyond the curriculum, or indeed whether they wish to answer it, they will seek guidance from the PSHCE leader/Designated Safeguarding Lead. In some cases the question will reach beyond the planned curriculum for Y6 and the question will not be answered in school. The child will be asked if they would like support to ask their questions at home or to another trusted adult.

When answering questions, we shall ensure that sharing personal information by adults, pupils or their families is discouraged. Where the question indicates the need for pastoral support, the conversation will be deferred to a time outside the teaching session and other colleagues may be involved. Where a question or comment from a pupil in the classroom indicates the possibility of abuse, coercion or exploitation, teachers will pass this information to the DSL in line with the school Safeguarding policy.

**Sexually Active Pupils:** There are extremely rare occasions where a primary-aged child, who is sexually active or contemplating sexual activity, approaches an adult. If this occurs in our school, it will be viewed as a child protection issue. The designated member of staff will follow Safeguarding Procedures and seek advice from the DSL.

### **Assessment, Recording and Reporting:**

Relationships Education will be assessed in a variety of ways, including the use of self-assessment and teacher assessment.

Class teachers will assess progress and understanding in sex and relationships education through pupil discussions, responses in their written work. Brief records of pupils' understanding and progress may be kept by teachers to form part of the records of overall progress in PSHCE.

From time to time the PSHCE leader will ask staff to reflect on the effectiveness of learning in particular units of work, using the RAG rating sheets in each unit.

## **Sex Education Policy**

### **Definition of Sex Education:**

Following guidance from the DfE, we define Sex Education as learning about 'how a (human) baby is conceived and born'.

This extends the learning about sexual reproduction in 'some plants and animals' required through the Science national curriculum. It also complements the statutory requirement to teach about puberty as part of Science and Health Education, as understanding sexual reproduction in humans enables children to understand the processes of puberty.

### **Consultation about Sex Education:**

We have taken into account the DfE's recommendation that all primary schools have a Sex Education programme and we understand that this is not statutory. We understand that our teaching in sex education must be tailored to the needs and physical and emotional maturity of the pupils.

Parents/carers and governors have been consulted about this and our school has decided that we will offer content in Sex Education in the context of Relationships Education and RSE.

### **Content of Sex Education:**

The content of our Sex Education programme will be gradually developed in an age appropriate way. The children will not learn about human sexual reproduction until Y6.

EYFS/Yr1 Will be introduced to the medical names for the external male and female parts of the body.

Y2 will learn that human babies grow inside their mothers alongside learning in Science that adult animals produce offspring like themselves. (Cats have kittens. Cows have calves etc.)

Y3/4 will learn that every human began when a seed from a male and an egg from a female join together. They **will not** yet learn about the means by which egg and sperm join.

Y5/6 will learn the names of the male and female sexual parts and their functions.

Yr 6 will learn about human sexual reproduction and other ways that eggs and sperm are joined (eg IVF) in age appropriate detail. They will learn about vaginal birth and caesarean section in age appropriate ways, reflecting the experiences of children and families they know.

### **Teaching Methodologies:**

In Sex Education there is a certain amount of knowledge which has to be imparted. Teachers will give the facts in an accessible way using a range of approaches, such as picture books and scientific descriptions. We will avoid resource-led approaches which rely on worksheets or lengthy audio-visual resources. Pupils will be asked to consolidate their learning in ways which enable them to develop skills to discuss sexual body parts and functions confidently.

### **Delivery of the Sex Education Curriculum:**

Sex Education will be delivered as part of our topic called Relationships and Sex Education (RSE) by a teacher, who knows the needs and abilities of the children. The teacher is best placed to tailor the learning to the needs of the pupils.

Parents/carers will be informed by email/via the school website about the content of the curriculum in advance of teaching and will be invited to talk to staff if they have questions.

Teachers will be offered support to develop their skills and to learn from others where needed.

### **Right to be excused from Sex Education:**

Parents/carers have the right to request that their child be excused from some or all of Sex Education delivered as part of statutory Relationships Education. Before granting any such request the Head Teacher will discuss the request with parents/carers (and if appropriate with the child) to ensure that their wishes are understood and to clarify the nature and purpose of the curriculum. The educational, social and emotional benefits for the child of being part of the lessons will also be discussed. We will record the discussion and the outcomes.

We will consider compromise arrangements which will enable the child to receive Sex Education at school (e.g. same sex teacher, same sex teaching group).

We will offer support to parents/carers who wish to deliver Sex Education at home.

If a pupil is excused from Sex Education, we will ensure that the pupil receives appropriate, purposeful education during the period of withdrawal.

The parents/carers will be asked to reconfirm their decision to withdraw their children from Sex Education each time a Sex Education element is planned for their child.

### **Monitoring, Review and Evaluation:**

Monitoring, review and evaluation of the Policy is the responsibility of the PSHCE leader/head teacher. The governing body will ask for information relating to the effectiveness of the policy when it is monitored every year. Information will be gathered from the Head Teacher, the PSHCE Leader parents/carers to inform judgements about effectiveness.

The policy will be comprehensively reviewed with engagement from members of the school community every three years, or sooner if an issue or incident occurs which warrants it.

Information gathered to inform the comprehensive review may involve feedback from the teachers about the curriculum provision and staff confidence, views of parents/carers, parent/carer comments and concerns, level of parent/carer withdrawal from Sex Education.

### **Appendices**

- [Our Relationships Education Curriculum](#)
- **Harborough C of E Safeguarding Policies and Practices document**
- [The Church of England Charter for Faith Sensitive and Inclusive Relationships Education](#)
- [Other related policies - Safeguarding](#)

### **Linked National Documents:**

- [RSE and Health Education](#)
- [Children and Social Work Bill 2017.](#)
- [Sex and Relationships Education for the 21<sup>st</sup> Century'](#).
- ['Sex and Relationship Education Guidance' \(DFEE 2000\)](#)
- [Equality Act 2010](#)
- [Keeping Children Safe in Education](#)

## **Our Charter: Working together in RSE**

We are all committed to working towards the implementation and development of the following entitlements.

### **Children and Young People are entitled to:**

- Be valued and respected for who they are, taking into account their background, culture, faith, identity and needs
- Accurate, up-to-date, useful and age-appropriate information delivered in a way that meets their individual needs
- A well-planned, well-delivered RSE programme, which is flexible to cater for their changing needs over time
- Know where and how to access information, support and local services
- Be informed about confidentiality and how it affects them
- Have their views and ideas received in a respectful and non-judgemental manner
- Be involved in developing and evaluating the content, delivery and timing of their RSE programme as appropriate.



**Adults working with children are entitled to:**

- Access to high quality, up-to-date, accurate information, resources and training
- Mutual understanding of roles and responsibilities in relation to the planning and delivery of RSE
- Contribute their views and ideas in support of the development of RSE for their pupils
- Professional guidance and support
- A clear understanding of school policy relating to RSE.

**Parents, carers and other adults in the community are entitled to:**

- Accurate, up-to-date, information about RSE policy delivered in an accessible way
- A safe learning environment for their children
- Information on how and when their children are taught RSE
- Understand their right to withdraw their child from the aspects of the curriculum defined as 'sex education' and the process for expressing this right
- Have their views and needs listened to in a respectful, non-judgemental manner.