 

Sex and

Relationships Education Policy

2022-2025

This policy is underpinned by the commitment of Discovery Schools Academy Trust to ensure the entitlement for all pupils to be taught the statutory relationships curriculum and to maintain an appropriate educational environment in which all can learn and achieve.

|  |  |  |  |
| --- | --- | --- | --- |
| **This policy was approved as follows:** | | | |
| **Approver:** | **Trust Board** | **Date:** | **1.3.2019** |
| **DSAT owner:** | Liz Braithwaite | **Version:** | 1.0 |

**Review frequency: Status:** Statutory

3 years

**Review date:**

**Next Review date:**

March 2022

March 2025

**Document History**

|  |  |  |  |
| --- | --- | --- | --- |
| **Version** | **Version Date** | **Author** | **Summary of Changes** |
| **V0.1** | March 2019 | Liz Braithwaite | Draft policy created |
| **V0.1.1** | March 2019 | Lucy Burbidge | Personalising the policy for Mowmacre Hill Primary School |
| **VO.1.1.1** | December 2020 | E Ewing | Updated framework inline with SRE national initiatives |
| **VO.1.4** | December 2023 | E Ewing | Updated and personalised further for Mowmacre Hill. |

**Contents**

1. Introduction and aims 4
2. [Objectives 4/5](#_TOC_250003)
3. [Statutory requirements 5](#_TOC_250002)
4. Policy development 6
5. [Definition 6](#_TOC_250001)
6. [Delivery of SRE 6](#_TOC_250000)
   1. Entitlements
   2. Teaching Methodologies
   3. Puberty
   4. Contraception
   5. Inclusion / SEND
   6. Resources
   7. Pupil participation
7. Roles and responsibilities 14
8. Parents' right to withdraw 15
9. Training 15
10. Monitoring Arrangements 15

Appendix 1: Specific Year Group Planning Examples 16

Appendix 2: The Teaching programme - Legal requirements 17

Appendix 3: References 18

Appendix 4: School Curruclum Map 19

# Aims

This policy is designed to briefly outline the Schools and Trust’s approach to Sex and Relationships Education within the statutory framework as defined in our ethos of ‘Striving for Excellence. United in life-long learning for a better tomorrow’. It provides additional guidance and templates, which complement and reinforce the statutory guidance.

Our Trust aims are to ensure that:

* + Sex and relationship education is taught in **all schools.**
  + Sex and relationship education is understood across all governance levels and by school leaders, staff, parents and pupils.
  + Our schools are a safe and happy environment for all pupils.

At Mowmacre Hill Primary School we believe:

* + SRE is lifelong learning about ourselves including our emotions, self-esteem, relationships, rights and responsibilities and sex education.
  + SRE is an entitlement for all young people. Difference and diversity must be considered when delivering SRE.
  + Special educational needs or disability, gender, sexual orientation and age, nationality, religion, cultural and linguistic background, all affect access to SRE.
  + SRE is most effective when provided in the wider context of social and emotional development. In schools, successful SRE is firmly rooted in personal, social and health education (PSHE).
  + SRE must enable young people to gain information, develop and transfer skills and explore attitudes and values, in order to support informed decision-making.

# Objectives

At Mowmacre Hill Primary School:

* + 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.
  + We create a wider awareness of religious and moral values within a Christian framework and respect for other races, religions and ways of life.

All adults will work towards achieving these aims for SRE in our school. We seek to enable our children to:

* + develop interpersonal and communication skills.
  + develop positive values and a moral framework that will guide their decisions and behaviour.
  + develop understanding of the value of marriage, stable relationships and family life as a positive environment for bringing up children.
  + respect themselves and others, their views, backgrounds, cultures and experiences.
  + develop loving, caring relationships based on mutual respect.
  + name the private parts of the body confidently and communicate with trusted adults to keep themselves safe.
  + understand the process of human reproduction.
  + understand the reasons for and benefits of delaying sexual activity.
  + be prepared for puberty and the emotional and physical effects of body changes.
  + understand the attitudes and skills needed to maintain their sexual health.
  + recognise and avoid exploitative relationships.
  + have opportunities throughout their schooling to address SRE in an age-appropriate way.

Whilst promoting values we will ensure that pupils are offered a balanced programme by enabling young people to acquire learning that will enable them to be empowered and educated to make their own informed choices by teaching them self-respect and responsibility. Educating against discrimination and prejudice.

# Statutory Requirements

SRE is not compulsory in primary schools. Academies do not have to follow the National Curriculum and are therefore not required to teach the elements of sex education in the science curriculum.

Discovery Trust academies do teach SRE, as they are required by their funding agreements to have regard to guidance issued by the secretary of state as outlined in section 403 of the Education Act 1996.

*2a The Academy Trust must have regard to any Guidance, further to section 403 of the Education Act 1996, on sex and relationship education to ensure that children at the Academy are protected from inappropriate teaching materials and that they learn the nature of marriage and its importance for family life and for bringing up children. The Academy Trust must also have regard to the requirements in section 405 of the Education Act 1996, as if the Academy were a maintained school.*

At Mowmacre Hill Primary School we teach SRE as set out in this policy.

This policy is consistent with current national legislation (Education Act 1996 and Learning and Skills Act 2000). It is also consistent with current national guidance ‘Sex and Relationship Education Guidance’ (DfEE 2000) and recent supplementary guidance ‘SRE for the 21st Century’. Our Policy reflects the view of SRE contained within the Schools White Paper ‘The Importance of Teaching’ as it states: “It is lifelong learning about physical, moral and emotional development. It is about the importance of marriage for family life, stable and loving relationships, respect, love and care. It is about the teaching of sex, sexuality and sexual health. It is not about the promotion of sexual orientation or sexual activity – this would be inappropriate teaching.”

# Policy Development and related policies

This policy has been developed in consultation with trustees, staff, pupils and parents. The consultation and policy development process involved the following steps:

1. Review – a Discovery Schools Academy Trust collaborative group of professionals, representative of 13 schools pulled together all relevant information including relevant national and local guidance.
2. Staff consultation – all school staff were given the opportunity to look at the policy and make recommendations.
3. Parent/stakeholder consultation – parents and any interested parties were invited to attend a meeting about the policy.
4. Pupil consultation – we investigated what exactly pupils want from their SRE.
5. Trust Board consultation - all Trustees were given the opportunity to look at the policy and make recommendations.
6. Ratification – once amendments were made, the policy was shared with the Advisory Board and adopted.

Related Policies

Other school policies are relevant to our provision of SRE*:*

* PSHE and Citizenship
* Child Protection and Safeguarding Policy and Procedures
* Science
* DSAT IT and online safety policy
* Confidentiality
* Religious Education
* Behaviour policy

# Definition

SRE is about the emotional, social and cultural development of pupils, and involves learning about relationships, sexual health, sexuality, healthy lifestyles, diversity and personal identity.

SRE involves a combination of sharing information, and exploring issues and values.

**SRE is not about the promotion of sexual activity.**

# Delivery of SRE

SRE is taught within the personal, social, health and economic (PSHE) education curriculum. Biological aspects of SRE are taught within the science curriculum, and other aspects are included in religious education (RE).

Pupils also receive stand-alone sex education sessions delivered by the class teacher. Across all Key Stages, pupils will be supported with developing the following skills:

* + Communication, including how to manage changing relationships and emotions
  + Recognising and assessing potential risks
  + Assertiveness
  + Seeking help and support when required
  + Informed decision-making
  + Self-respect and empathy for others
  + Recognising and maximising a healthy lifestyle
  + Managing conflict
  + Discussion and group work

These skills are taught through topic lessons which all have a PSHE theme.

Our Curriculum for SRE describes the elements which will be taught. The Curriculum is wholly consistent with the National Curriculum (2014), DfE and OfSTED guidance. It also reflects best practice described by the Sex Education Forum. Some elements of our SRE curriculum are part of the compulsory National Curriculum for Science (e.g. the biological aspects of puberty and reproduction) and some parts are based on non-statutory guidance from the PSHE Association.

We consider SRE to be a continuous process of learning, which begins well before the children enter our school and continues into adulthood. We have planned a progressive curriculum appropriate to each age group. All adults working with children have a part to play in supporting the delivery of SRE.

The objectives of the SRE Curriculum will be taught in:

PSHE through topic lessons, circle time, focused events and health weeks. Other Curriculum areas, especially Science, RE and PE Enrichment activities, social skills groups, involvement in school trips and adventurous activities, activities carried out as part of our development as a health promoting school.

Specific Units of Work on SRE are planned into our teaching programme every year in all year groups. Specific content on Puberty will be taught in Year 5 and revisited in Year 6.

We understand that at times children will benefit from varying methods of delivering the SRE curriculum. For example, we will use single-sex groups or small group teaching where this will help us to meet the needs of 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.

Key Stage 1 Laying the foundations of understanding about growth and change, differences and respect for one another within friendships and relationships. Keeping safe. Promoting self-esteem and wellbeing.

Key Stage 2 Preparation for the changes of puberty, teaching conception and pregnancy, and expanding on how to treat each other/respect within friendships and relationships. Keeping safe. Promoting self-esteem and wellbeing.

* 1. Entitlements

At Mowmacre Hill Primary School, together with our community partners, are committed to working towards the implementation and development of the following entitlements.

Children are entitled to:

* + 1. Accurate, up-to-date, useful and appropriate information delivered in a way that meets their individual needs
    2. A well-planned, well-delivered SRE programme, which is flexible to cater for their changing needs over time
    3. Know where and how to access information, support and local services
    4. Be informed about issues of confidentiality and how it affects them
    5. Have their views and ideas received in a respectful and non-judgemental manner

Teaching Staff are entitled to:

1. Access to high quality, up-to-date, accurate information, resources and training
2. Mutual understanding of roles and responsibilities in relation to the planning and delivery of SRE
3. Contribute their views and ideas in support of the development of SRE for children
4. Professional guidance and support
5. Be informed about issues of confidentiality and procedures to be followed.

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

1. Accessible, accurate, up-to-date, information delivered in a way which meets their needs
2. A safe and supportive environment for their children
3. Information on how and when SRE is taught
4. Understand their rights and responsibilities in relation to SRE policy and curriculum.
   1. Teaching Methodologies

Ground Rules: SRE is taught in a safe, non-judgemental environment where adults and children are confident that they will be respected. Specific ground rules will be established at the beginning of any SRE 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.

Answering Questions: We acknowledge that sensitive and potentially difficult issues will arise in SRE as children will naturally share information and ask questions. When spontaneous discussion arises, it will be guided in a way which reflects the stated school aims and curriculum content for SRE. As a first principle we will answer questions relating to the taught planned curriculum for that age group to the whole class. We will answer questions relating to areas beyond the taught planned curriculum for that age group, in a sensitive and age appropriate way only to the child or children who have asked the question. If a member of staff is uncertain about the answer to a question, or indeed whether they wish to answer it they will seek guidance from the PSHE leader.

When answering questions, we shall ensure that sharing personal information by adults, pupils or their families is discouraged. Where a question or comment from a pupil in the classroom indicates the possibility of abuse, teachers will pass this information to the designated person for child protection in line with school policy. Dealing with difficult questions Ground rules are essential to provide an agreed structure to answering sensitive ordifficult questions. Staff will be careful to ensure that their personal beliefs and attitudes do not influence the teaching of relationships and sex education. To minimise embarrassment a child might feel, a safe environment will be established to promote confidence in asking questions, although the sessions will be mixed sex, a separate session will be offered to boys and girls to create an environment where they feel comfortable to ask questions. Children will be encouraged to use the correct medical terminology for the body parts to dispel myths and minimise confusion.

Staff agreed to answer questions as honestly as possible in a safe and sensitive, age appropriate way. This may involve answering the questions on an individual basis to meet the individual child’s needs.

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. A questions box will be provided for the children to put in questions that they don’t feel comfortable asking out aloud.

We will primarily use the PSHE Association and the resources recommended within it when planning and delivering the SRE Curriculum. These are incorporated in to our termly topics. We will avoid a ‘resource-led’ approach to delivering SRE, instead focusing on the needs of the children and our planned learning objectives. We will carefully select resources which meet these objectives. We will carefully evaluate teacher resources, leaflets and videos, before using them. We will select resources which:

* are consistent with our Curriculum for SRE
* 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 adults and children
* are up-to-date in factual content
* are produced by a reputable organization
* do not show unfair bias e.g. towards a commercial product
* avoid racial, gender and sexual stereotyping
* encourage active and participative learning
* conform to the legal requirements for SRE.

The content of the relationships and sex education programme.

Using the agreed materials/ resources – sessions will be delivered by the class teacher or a member of the senior leadership team. A mixture of practical, interactive and formal teaching sessions will take place over the course of the year, for each year group allowing a continuous embedded and consistent approach to RSE. Protective Behaviours lessons around body privacy and body parts.

Foundation, Introducing the body and looking after it. The concept of male and female and differences – using humans and animals. The importance of basic hygiene. Teaching skills to develop friendships and think about friendships with others.

Key stage 1, Life cycle of a human being, our bodies and how to look after them. What makes me, me? Differences and respect. Growing up. Friendships and heroes. Hygiene. Healthy eating and staying healthy. Understanding where they came from.

Key stage 2, Yr 3 relationships/friendships differences and stereotypes, the body, looking after it, keeping healthy, keeping safe, making good choices. Respect. Heroes and villains.

Yr 4 Growing up and changing which includes timelines, reactive if the subject of death arises rather than actively teach. The body looking after it and keeping healthy. Digestion. Friendships and relationships. Anti-social behaviour. Keeping the environment healthy. Community.

Yr5 Introduction to puberty and the changes that occur including how to manage them, looking after emotions and hygiene. Relationships in the context of friendships. Diseases. Jobs. Democracy.

Yr6 human lifecycles including how a baby grows in the womb. Relationships in the context of Friendships, to promote kindness. In the context of healthy and safe relationships, including on-line. Puberty in more detail, reinforcing information received in year 5. Using different materials and delivery. Include hygiene, emotions, boy and girl changes and why they happen, including wet dreams. Conception and pregnancy. Questions on contraception, same sex relationships, masturbation, gender identity are answered in an age appropriate way if the subject arises however they are not actively taught. Keeping the heart healthy. War. DNA/self ID.

* 1. Puberty

Primary: We will teach about puberty in Years 5 and 6, in accordance with our Curriculum for SRE. Younger children may be aware of puberty and we will answer their questions appropriately on an individual basis. We recognise the importance of ensuring that both boys and girls have a good understanding of puberty before they reach it. If a Year 4 child appears to have an advanced physical development, we will consider whether they too should be involved in lessons about puberty. This will always be done in consultation with parents. We may use single sex groups to address particular needs, such as girls’ practical need for information about managing periods. We may work with groups of Year 5 and Year 6 pupils separately to ensure they receive appropriate information at these age groups.

We will ensure that sensitive arrangements are made for girls who have started menstruating. This includes the provision of sanitary disposal units and the discreet provision of ‘emergency’ sanitary protection. Staff will respond to such requests discreetly.

Special: We recognise the importance of ensuring that young people understand about the physical and emotional changes of puberty before they reach it, in order to allay fears or concerns. We also recognise that young people develop at different rates. When teaching about puberty in our SRE programme, we will be sensitive to the needs of those developing at different rates. We will ensure that our young people have different opportunities to learn about puberty and their developing sexuality and prepare themselves for it. Programmes will be tailored to individual needs.

Provision for pubertal children Sanitary disposal units are located in some of the cubicles within the girls’ toilets. Girls who have started their periods can approach any member of staff for support or sanitary protection.

* 1. Contraception

Primary: We recognise that many primary-aged children are aware of some forms of contraception and have begun to understand that adults do not only engage in sexual activity when they wish to reproduce. Children may ask direct questions about contraception, or may reveal knowledge (accurate or inaccurate) about contraception in discussion with adults or their peers.

We will answer children’s questions in general terms which state the fact that contraception is a barrier to the sperm meeting the egg and fertilization. The learning will be set in the context of responsible parenting decisions. It will not include details regarding access to or application of contraception.

There are extremely rare occasions when an adult in a primary school may believe that a child’s question about contraception derives from a child’s own sexual activity or contemplation of sexual activity. In this case, the adult will consult immediately with the designated teacher for child protection, who will make sensitive arrangements, ensuring there has been discussion with the child and explanation of the Confidentiality Policy, to involve the child’s parents and, if necessary, other professionals. Sexual activity under 13 is always a matter of Safeguarding and Child Protection.

* 1. Inclusion

We understand the importance of ensuring that all children in our school receive their entitlement to SRE. We will carefully consider special educational needs or disability, gender, sexual orientation and age, nationality, religion, cultural and linguistic background when planning and delivering SRE. In relation to nationality, sexual orientation, religion and cultural diversity, we value the different backgrounds of our pupils and, in addressing different views and beliefs, seek to promote tolerance and understanding.

In order to ensure the SRE Curriculum meets the needs of all:

* We will not promote one particular lifestyle over another.
* We will not seek to gain consensus, but will accept and celebrate difference.
* We will encourage respect and discourage abuse and exploitation.
* 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.

In relation to those with special educational needs or disability, we will review our SRE programme to ensure that provision is made for those with additional needs. We will consider:

* their level of vulnerability
* 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 carers, in policy development, planning and training
* the management of personal care
* clarity about sources of support for pupils.

Inclusion and differentiation included in the delivery of the sessions will show consideration of Sexual orientation, gender identity faith and culture, as part of the school’s inclusion policy. Vulnerable children will be offered additional small group targeted sessions with the school nurse if needed.

Safeguarding children

Children occasionally make personal disclosures either in class or to individual teachers, if this situation arises it will be dealt with in line with the current Safeguarding Policy and procedures.

Learning styles and special needs

Some children may benefit from extra support or smaller group provision. Where this is felt necessary it will be offered.

* 1. Resources

Resources that could be used;

PSHE Association resources.

BBC growing up DVD and lesson plans.

* 1. Pupil Participation
* We will involve children in the evaluation and development of their SRE in ways appropriate to their age
* We will engage the children in assessment activities to establish their development needs, for

example ‘Draw and Write’ activities

* We will encourage children to ask questions as they arise by providing anonymous question boxes.
* We will ask children to reflect on their learning and set goals for future learning.

# Roles and responsibilities

We regard it as the shared responsibility of all adults working in the school to respond appropriately to a child’s request for information and advice. All staff are encouraged to access support from colleagues where necessary.

* 1. The Trust board

The Trust board will approve the SRE policy, and hold the headteacher to account for its implementation.

* 1. The headteacher

The headteacher is responsible for ensuring that SRE is taught consistently across the school, and for managing requests to withdraw pupils from non-statutory components of SRE (see section 8).

* 1. Staff

Staff are responsible for:

* + - Delivering SRE in a sensitive way
    - Modelling positive attitudes to SRE
    - Monitoring progress
    - Responding to the needs of individual pupils
    - Responding appropriately to pupils whose parents wish them to be withdrawn from the non-statutory components of SRE
* Staff do not have the right to opt out of teaching SRE. Staff who have concerns about teaching SRE are encouraged to discuss this with the headteacher.
  1. Pupils

Pupils are expected to engage fully in SRE and, when discussing issues related to SRE, treat others with respect and sensitivity.

* 1. PSHE Coordinator
     + The PSHE Co-ordinator is responsible for reviewing and evaluating SRE at our school. The PSHE Co- ordinator will report to the Head Teacher in this task.
       - Staff will be assisted in their planning and delivery of the ‘Curriculum for SRE’ by the PSHE Co- ordinator who will, with support, provide lesson plans and activities for colleagues, collate assessments, liaise with PSHE advisors, plan INSET to meet staff needs and liaise with visitors who support the SRE curriculum.
     + Governors hold responsibility for the SRE Policy and will be assisted in monitoring its implementation by the PSHE Co-ordinator.

# Involvement of Parents and their right to withdraw

Parents and carers are the key figures in supporting their children through the emotional and physical aspect of growing up. We recognise that many children would prefer to receive information about SRE from their parents and carers. Therefore, we seek to work in partnership with parents and carers when planning and delivering SRE. We will encourage this partnership by:

* + Informing parents and carers of our school SRE curriculum
  + Inviting parents to learn more about resources and activities used in SRE
  + Gathering parents’ views on the SRE Policy and taking these into account when it is being reviewed
  + Informing parents and carers about the SRE programme as their child joins the school through the school brochure/prospectus/website
  + Providing supportive information about parents’ role in SRE
  + Inviting parents to discuss their views and concerns about SRE on an informal basis.

Parents and carers will be given access to this Policy on request. It will also be available on the school website within the ‘Policy’ section or from the school Office. It will be discussed in more detail at a parents’ evening offered prior to the delivery of the sessions. Including resources for parents to look at and information for them to take away on how to answer their children’s questions.

Parents’ have the right to withdraw their children from the non-statutory components of SRE

Requests for withdrawal should be put in writing and addressed to the headteacher. A copy of withdrawal requests will be placed in the pupil’s educational record. The headteacher will discuss the request with parents and take appropriate action.

Alternative work will be given to pupils who are withdrawn from SRE.

# Training

Staff are trained on the delivery of SRE as part of their induction and it is included in our continuing professional development calendar.

The headteacher will also invite visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching SRE.

# Monitoring, Evaluating and Reviewing our SRE Policy

Monitoring and evaluation of the Policy is the responsibility of the Senior Leadership Team and the Advisory Board. Information will be gathered from the Head Teacher, the PSHE Co-ordinator and parents to inform judgements about effectiveness.

We are committed to working towards the delivery of the Entitlements (1b) and the provision of the

‘Curriculum for SRE’ (4a).

* + We will reflect on our contribution to the provision of the Entitlements for SRE and seek to develop this.
  + We will continue to work in partnership with parents/carers and members of our community to ensure the delivery of high quality SRE for our children.