

# PRIMARY SEX AND RELATIONSHIPS EDUCATION POLICY & GUIDANCE

The Health & Wellbeing Service  
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# Sex and Relationships Education (SRE) Policy Guidance

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*Castleford Park Junior Academy* takes its responsibility to provide relevant, effective and responsible SRE to all of its pupils as part of the school's personal, social, health education (PSHE) curriculum very seriously. The school wants parents/carers and pupils to feel assured that SRE will be delivered at a level appropriate to both the age and development of pupils, and should feel safe to voice opinions and concerns relating to the SRE provision.

## 1. Context – why SRE is important in our school

High quality SRE helps create a safe school community in which our pupils can grow, learn and develop positive, healthy behaviour for life. It is essential for the following reasons:

- Children have a right to good quality education, as set out in the United Nations Convention on the Rights of the Child.
- Children want to be prepared for the physical and emotional changes they undergo at puberty, and young people want to learn about relationships. Older pupils frequently say that sex and relationships education was 'too little, too late and too biological'. Ofsted reinforced this in their 2013 Not Yet Good Enough report.
- SRE plays a vital part in meeting the schools' safeguarding obligations. Ofsted is clear that schools must have a preventative programme that enables pupils to learn about safety and risks in relationships.
- Schools maintain a statutory obligation under the Children Act (2004) to promote their pupils' wellbeing and under the Education Act (1996) to prepare children for the challenges, opportunities and responsibilities of adult life. A comprehensive SRE programme can have a positive impact on pupils' health and wellbeing and their ability to achieve, and can play a crucial part in meeting these obligations.
- The Department of Health set out its ambition for all children to receive high quality sex and relationships education in the Sexual Health Improvement Framework (2013), while the Department for Education's paper, *The Importance of Teaching* (2010) highlighted that 'Children need high quality sex and relationships education so they can make wise and informed choices'.

## National Curriculum

SRE plays an important part in fulfilling the statutory duties the school has to meet. As section 2.1 of the National Curriculum framework (DfE, 2013) states:

'Every state-funded school must offer a curriculum which is balanced and broadly based and which:

- promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society
- prepares pupils at the school for the opportunities, responsibilities and experiences of later life'

These duties are set out in the 2002 Education Act and the 2010 Academies Act. Whole school (Section 5) Ofsted inspections consider the extent to which a school provides such a curriculum.

The government has made it clear that all state schools 'should make provision for personal, social, health and economic education (PSHE), drawing on good practice'. (National Curriculum in England, DfE, 2013) and that 'SRE is an important part of PSHE education' (Guidance – PSHE education, DfE, 2013).

## 2. Development process

We are committed to the ongoing development of SRE in our school. We will use the following indicators to monitor and evaluate our progress:

- a coordinated and consistent approach to curriculum delivery has been adopted
- the content of the SRE curriculum is flexible and responsive to pupils' differing needs which are gathered at least annually through the use of pupil perception data – such as a pupil survey
- children are receiving an entitlement curriculum for SRE in line with national and local guidance
- there are clearly identified learning objectives for all SRE activities and pupils' learning is assessed using both formative and summative approaches
- opportunities for cross-curricular approaches are being used where appropriate
- the impact of training for staff and governors on practice is evaluated
- policy and practice is revised regularly and involves staff, governors, parents/carers and, where appropriate, pupils
- opportunities are provided for parents/carers and members of our community to consider the purpose and nature of our SRE, for example, through parent/carer information sessions
- a variety of methods are employed to communicate the key points of the policy and curriculum to the community

This policy was drafted by *the Headteacher Kathryn Law* in consultation with *Executive Headteacher, Barbara Townend*. Parents/carers were consulted through a *parent meeting*, teaching and non-teaching staff were consulted through *staff meeting* and pupils were consulted through *assemblies and school council meetings*. Governors were consulted through *teaching and learning committee and full consultation at Governing Body meeting*. This policy has been approved and adopted by the head teacher and governing body. The member of staff responsible for overseeing and reviewing this policy is: *Kathryn Law*. It will be reviewed briefly annually and in full every 2 years.

## 3. Location and dissemination

This policy document is freely available on request to the whole school community. The policy is referred to in the school prospectus as well as in relevant areas of the curriculum. A copy of the policy can be found on the school website. A physical copy of the policy is available from the school office.

## 4. Definition

It is lifelong learning about physical, moral and emotional development. It is about the understanding of the importance of marriage for family life, stable and loving relationships, respect, love and care. It is also 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.

### SRE Guidance DfEE 2000

At Castleford Park Junior Academy regardless of political and religious beliefs, we believe that children need to grow up in a home which is based on stable family life where parents, married or not, provide stability and reassurance to children.

## 5. Policy relationship to other policies

This policy links to:

- Safeguarding Children (including FGM)
- Drug Education
- Confidentiality
- SEN/Inclusion
- Behaviour/Anti-bullying
- Health & Safety

- Assessment, Recording and Reporting
- Teaching and Learning
- Visitors in School
- Science
- E-safety/IT
- First Aid
- Attendance (in particular in relation to FGM)

## 6. Overall school aims for SRE

Our approach to SRE consists of a comprehensive and developmental programme of teaching and learning, which is delivered in the context of a Healthy School where the health and wellbeing of pupils and the whole school community are actively promoted. Our SRE programme has a positive influence on the ethos, learning and relationships throughout the school. It is central to our values and to achieving our school's stated aims and objectives. Our SRE programme helps pupils to develop the knowledge, understanding, skills and attitudes they need to live confident, healthy, independent lives now and in the future.

Through the provision outlined in this policy, the school's overall aims of SRE are to teach and develop the following three main elements:

Attitudes and values:

- learn the importance of values and individual conscience and moral considerations
- learn the value of family life, marriage, and stable and loving relationships for the nurture of children
- learn the value of respect, love and care
- explore, consider and understand moral dilemmas
- develop critical thinking as part of decision-making

Personal and social skills:

- learn to manage emotions and relationships confidently and sensitively
- develop self-respect and empathy for others
- learn to make choices based on an understanding of difference and with an absence of prejudice
- develop an appreciation of the consequences of choices made
- manage conflict
- learn how to recognise and avoid exploitation and abuse

Knowledge and understanding:

- learn and understand physical development at appropriate stages
- understand human sexuality, reproduction, sexual health, emotions and relationships
- learn about contraception and the range of local and national sexual health advice, contraception and support services
- learn the reasons for delaying sexual activity (when age appropriate), and the benefits to be gained from such delay, including the avoidance of unplanned pregnancy

**SRE Guidance DfEE 2000**

In addition to this, we also aim to:

- raise pupils' self-esteem and confidence
- develop communication and assertiveness skills that can help them stay true to their values if challenged by others, their peers or what they see in the media
- teach pupils to be accepting of the different beliefs, cultures, religions, sexual orientations, physical and mental abilities, backgrounds and values of those around them
- support pupils to lead a healthy and safe lifestyle, teaching them to care for, and respect, their bodies
- provide pupils with the right tools to enable them to seek information or support, should they need it
- teach pupils about consent and their right to say no, in an age appropriate manner
- to teach lessons that are sensitive to a range of views, values and beliefs

- ensure that staff teaching SRE remain neutral in their delivery whilst ensuring that pupils always have access to the learning they need to stay safe, healthy and understand their rights as individuals

The aim of SRE is NOT to:

- encourage pupils to become sexually active at a young age
- promote a particular sexual orientation
- sexualise children

## **7. The wider context of SRE**

The school's SRE programme will:

- be an integral part of the lifelong learning process, beginning in early childhood and continuing into adult life
- be an entitlement for all pupils
- be set within the wider school context and support family commitment and love, respect and affection, knowledge and openness
- recognise that family is a broad concept; not just one model, e.g. nuclear family
- encourage pupils and teachers to share and respect each other's views with cultural awareness and sensitivity
- ensure pupils are aware of different approaches to sexual orientation, without promotion of any particular family structure
- recognise that parents/carers are the key people in teaching their children about relationships, sex and growing up
- work in partnership with parents/carers and pupils, consulting them about the content of programme
- work in partnership with other health professionals and the wider community

SRE contributes to:

- a positive ethos and environment for learning
- safeguarding pupils (Children Act 2004), promoting their emotional wellbeing, and improving their ability to achieve in school
- a better understanding of diversity and inclusion, a reduction in gender-based and homophobic prejudice, bullying and violence and an understanding of the difference between consenting and exploitative relationships
- helping pupils keep themselves safe from harm, both on and offline, enjoy their relationships and build confidence in accessing services if they need help and advice
- reducing early sexual activity, teenage conceptions, sexually transmitted infections, sexual exploitation and abuse, domestic violence and bullying

## **8. To whom the policy applies**

The policy applies to:

- All school staff,
- The governing body
- Pupils
- Parents/carers
- School nurse, other health professionals and Partner agencies working in or with the school
- Religious leaders/faith groups

## **9. Language**

Pupils will be taught the anatomical terms for body parts. Slang or everyday terms used in certain social circles will be discussed; this will surround discussion about what is and isn't acceptable language to use. This will be shared with parents/carers before it is delivered in class.

Agreed list of vocabulary used in school:

Vocabulary:	Year group introduced:
Puberty, Conception, Pregnancy, Birth, Ovary, Ovum, Egg, Fallopian tube, Womb, Uterus, Menstruation, Period, Vagina, Vulva, Labia, Clitoris, Cervix, Oestrogen, Penis, Foreskin, Testicles, Scrotum, Epididymis, Sperm, Sperm ducts, Prostate gland, Urethra, Ejaculation, Erection, Wet dream, Testosterone, Sexual intercourse, Penetration, Make Love, Pleasure, Egg, Ovum, Foetus, Zygote, Embryo, Umbilical cord, Amniotic fluid, Placenta, Amniotic sac, Cells, Contractions, Disease, Infection, Love, Relationship, Family, Marriage, Support, Caring, Loving, Consent, Heterosexual, Gay, Transgender, Lesbian, Bisexual, Homophobic, Transphobic, Biphobic, Homophobia, Transphobia, Biphobia	To agree – check old policy

The use of respectful language which challenges sexism, homophobia and other forms of prejudice will be established in SRE but will have benefits for the whole school community, both in and out of lessons. The casual use of homophobic, biphobic and transphobic language in school will be challenged and pupils will be made aware that using the word 'gay' to mean something is rubbish is wrong and will not be tolerated.

## 10. Answering questions

We acknowledge that sensitive and potentially difficult issues will arise in SRE as pupils will naturally share information and ask questions. When spontaneous discussion arises, it is guided in a way that reflects the stated school aims and curriculum content for SRE. As a first principle, we answer questions relating to taught, planned curriculum for that age group to the whole class. We answer questions relating to areas beyond the taught, planned curriculum for that age group, in a sensitive and age appropriate way, only to the pupil or pupils who have asked the question. If a member of staff is uncertain about the answer to a question, or indeed whether they should answer it, they will seek guidance from the PSHE leader/ Child Protection Officer. Questions may be referred to parents/carers if it is not appropriate to answer them in school. We may use a question box where questions may be asked anonymously.

When answering questions, we 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 possibilities of abuse or risk of harm, teachers will pass this information to the designated person for safeguarding and child protection, in line with school policy and procedures.

Ground rules are essential when discussing sensitive subject matters. Staff will establish clear parameters about what is appropriate and inappropriate in a whole-class setting by for example:

- staff will set the tone by speaking in a matter-of-fact way
- pupils will be encouraged to write down questions, anonymously if desired, and post them in a question box or ask-it basket
- staff will have time to prepare answers to all questions before the next session, and will choose not to respond in a whole-class setting to any questions that are inappropriate or need one-to-one follow up
- if a verbal question is too personal, staff will remind the pupils of the ground rules
- if a question is too explicit, feels too old for a pupil, is inappropriate for the whole class, or raises concerns, staff will acknowledge it and attend to it later on an individual basis
- staff will not provide more information than is appropriate to the age of the pupil
- if staff are concerned that a pupil is at risk of abuse, the designated teacher will be informed and the usual child protection procedures followed

## 11. Key responsibilities for SRE

### i) All staff

All staff will:

- ensure that they are up to date with school policy and curriculum requirements regarding SRE
- attend and engage in professional development training around SRE provision, including individual and whole staff training/inset, where appropriate
- report back to the PSHE Coordinator on any areas that they feel are not covered or inadequately provided for in the school's SRE provision
- encourage pupils to communicate concerns regarding their social, personal and emotional development in confidence and listen to their needs and support them
- follow the school's reporting systems if a pupil comes to a member of staff with an issue that they feel they are not able to deal with alone
- ensure that their personal beliefs and attitudes will not prevent them from providing balanced SRE in school
- tailor their lessons to suit all pupils in their class, across the whole range of abilities, faiths, beliefs, culture and sexual orientations, including those pupils with special educational needs
- ask for support in this from the school SEND coordinator or the PSHE Coordinator, should they need it

### ii) Lead member/s of staff

The lead member/s of staff is/are entitled to receive training in their role and responsibilities. This supports them to lead on the development of the school's policy and practice and to monitor its implementation. This practice includes the curriculum and approaches to teaching and learning, as well as whole school approaches to health and wellbeing.

<b>Specific responsibilities</b> <i>[add/delete/amend as appropriate]</i>	<b>Who – role?</b> <i>E.g. PSHE lead, head teacher, CP designated teacher</i>
Co-ordinating the SRE provision, ensuring a spiral curriculum	Headteacher
Named governor responsible for SRE	????
Accessing and co-ordinating training and support for staff	Headteacher
Establishing and maintaining links with external agencies/other health professionals	Headteacher, Learning Mentor
Policy development and review, including consultation	Headteacher
Implementation of the policy; monitoring and assessing its effectiveness in practice	Headteacher, Governors
Managing child protection/safe guarding issues	Headteacher, Learning Mentor
Establishing and maintaining links with parents/carers	Headteacher
Liaising with link schools to ensure a smooth transition	Headteacher
Liaising with the media	Headteacher

The lead member/s of staff will:

- develop the school policy and review it
- ensure that all staff and relevant Governors are given regular and ongoing training on issues relating to SRE as well as how to deliver lessons on such issues
- ensure that all staff are up to date with policy changes, and familiar with school policy and guidance relating to SRE
- provide support to staff members who feel uncomfortable or ill-equipped to deal with the delivery of SRE to pupils
- ensure that SRE is age appropriate and needs-led across all year groups; this means ensuring that the curriculum develops as the pupils do and meets their needs
- ensure that the knowledge and information regarding SRE to which all pupils are entitled is provided in a comprehensive way
- support parent/carer involvement in the development of the SRE curriculum

- ensure that their personal beliefs, values and attitudes will not prevent them from providing balanced SRE in school
- communicate freely with staff, parents/carers and the governing body to ensure that everyone is in understanding of the school policy and curriculum for SRE, and that any concerns or opinions regarding the provision at the school are listened to, taken into account and acted on as appropriate
- share the school's provision for SRE with parents/carers in order to ensure they can support this at home
- communicate to parents/carers any additional support that is available from the school to support them with SRE at home

### **iii) Governors**

#### *What are the roles and responsibilities of the governors?*

The governing body as a whole plays an active role in monitoring, developing and reviewing the policy and its implementation in school. There is a named link governor for SRE who works closely with, and in support of, the lead member/s of staff. When aspects of SRE appear in the School Improvement Plan, a governor will be assigned to reflect on, monitor and review the work as appropriate.

### **iv) Pupils**

#### *What are the roles and responsibilities of pupils?*

All pupils:

- are expected to attend the statutory National Curriculum Science elements of the SRE curriculum
- should support one another with issues that arise through SRE
- will listen in class, be considerate of other people's feelings and beliefs and comply with the ground rules that are set in class
- will be made to feel comfortable to talk to a member of staff, in confidence, regarding any concerns they have in school related to SRE or otherwise
- will be asked for feedback on the school's SRE provision and be expected to take this responsibility seriously; opinions on provision and comments will be reviewed by the lead member/s of staff for SRE and taken into consideration when the curriculum is prepared for the following year's pupils

### **v) Parents/carers**

#### *How will the school support and engage parents/carers in the school's SRE provision?*

#### *How will the school notify parents/carers when particular aspects of SRE are being taught?*

#### *How will the school encourage parents/carers to explore sex and relationships topics with their children at home?*

The school will:

- keep parents/carers informed about all aspects of the SRE curriculum, including when it is going to be delivered
- gather parent /carers' views on the policy and take these into account when it is being reviewed
- provide access to resources and information being used in class and do everything to ensure that parents/carers are comfortable with the education provided to their children in school through parent information sessions
- expect parents/carers to share the responsibility of SRE and support their children's personal, social and emotional development
- encourage parents/carers to create an open home environment where pupils can engage, discuss and continue to learn about matters that have been raised through SRE
- provide support and encourage parents/carers to seek additional support in this from the school where they feel it is needed

### **The right to withdraw**

#### *What must a parent/carer do if they wish to withdraw their child?*

*What will the school do if a parent/carer requests that their child be withdrawn from SRE?*

*What are the possible consequences of children being withdrawn from SRE and how will parent/carers be informed?*

*What are the school's arrangements for pupils withdrawn from SRE?*

Parents/carers cannot withdraw their child from the statutory content included in National Curriculum Science. Parents/carers have a legal right to withdraw their children from the non-statutory elements of SRE. Any parent/carer wishing to withdraw their child from SRE should firstly contact the class teacher to discuss the reasons why.

SRE is a vital part of the school curriculum and supports child development and we strongly advise parents/carers to carefully consider their decision before withdrawing their child from this aspect of school life. It is acknowledged however that the final decision on the issue is for the parents/carers to take and the child and family should not be stigmatised for the decision.

Support materials for home use will also be provided that school have used. Parents/carers who do withdraw their children will be alerted to the possible consequences of doing so during the discussion between the school and the parents/carers. Possible consequences could include, for example, 'If a pupil is withdrawn from the SRE sessions, they will no doubt hear about the content of sessions from other pupils and this may not be in a supportive, controlled or safe environment, like the classroom would be'. They may also seek out their own information via the internet, which may result in them finding out incorrect information and possibly put them in an unsafe situation. Ofsted figures show that about only four children will be withdrawn in every ten thousand (0.04%). Parents/carers must stipulate how their child will receive this content. The school's arrangements for pupils withdrawn from SRE are *to ensure that appropriate provision is made for the child to access the curriculum in another class throughout the taught lessons.*

## **12. Staff Support & CPD**

*How are staff CPD needs identified and met?*

*What training opportunities/support is there for all staff?*

The school provides regular professional development training in how to deliver SRE.

Staff, including non-teaching staff, CPD needs are identified and met through the following ways:

- an audit of staff CPD needs will be completed at appropriate times
- training and support is organised by *the Headteacher* who may choose to liaise with Executive Headteacher
- all members of the teaching and non-teaching staff will be offered generic SRE training which includes sessions on confidentiality, setting ground rules, handling controversial issues, responding to awkward questions, an introduction to the rationale of why teaching SRE is so important, current law and guidance, learning outcomes and school policy]
- teaching and non-teaching staff involved in the delivery of issues seen as potentially more sensitive will be offered appropriate training to encourage confidence in dealing with matters of confidentiality, child protection, sensitive issues and potentially difficult questions

## **13. SRE Provision**

### **i) Statutory aspects of Sex Education within the National Curriculum Science**

*What is the school required to teach within the National Curriculum Science?*

All schools must teach the following as part of the National Curriculum Science; parents/carers do not have the right to withdraw their child/children from this.

### **National Curriculum Science**

### Statutory requirements

Pupils should be taught to:

- describe the differences in the life cycles of a mammal, an amphibian, an insect and a bird
- describe the life process of reproduction in some plants and animals.

### Statutory requirements

Pupils should be taught to:

- describe the changes as humans develop to old age.

### Statutory requirements

Pupils should be taught to:

- identify and name the main parts of the human circulatory system, and describe the functions of the heart, blood vessels and blood
- recognise the impact of diet, exercise, drugs and lifestyle on the way their bodies function
- describe the ways in which nutrients and water are transported within animals, including humans.

### Statutory requirements

Pupils should be taught to:

- recognise that living things have changed over time and that fossils provide information about living things that inhabited the Earth millions of years ago
- recognise that living things produce offspring of the same kind, but normally offspring vary and are not identical to their parents
- identify how animals and plants are adapted to suit their environment in different ways and that adaptation may lead to evolution.

#### ii) Topics to be covered

*Please see PSHCE scheme of work and science medium term plans that include SRE lessons.*

#### iii) Curriculum organisation

*How is the SRE curriculum organised and delivered in school?*

Pupils receive their entitlement for SRE through a spiral curriculum which demonstrates progression. The SRE programme is delivered through a variety of opportunities including:

- designated SRE time
- use of external agencies/services
- school ethos
- small group work, or individual work where this is deemed more appropriate or needed to reinforce particular aspects taught
- cross curricular links e.g. science, PE
- assemblies
- enrichment days / weeks

#### **iv) Working with visitors and other external agencies**

*How will the school work with visitors and other external agencies to enhance SRE provision?*

*What processes will ensure monitoring of visitors' and external agencies' contributions, evaluation of impact on learning (beyond pupils' enjoyment) and what actions might follow?*

Where appropriate, we may use visits and visitors from external agencies or members of the community to support SRE. This is an enrichment of our programme and not a substitute for our core provision which is based upon the strong relationships between teachers and pupils. It may be the case that the subject under discussion is better coming from an expert or experienced health professional who can challenge pupil's perceptions. When visitors are used to support the programme, the school's policy on use of visitors will be used. A teacher will be present throughout these lessons. Visitors will be given a copy of this policy, and any other relevant policies, and expected to comply with the guidelines outlined within it. Our partnership with the local community is also a priority and we recognise and value its contribution to the SRE programme.

Before involving visitors in any aspect of SRE, teachers should ensure that:

- the visitor understands the school's confidentiality policy, values and approach to the educational programme
- there is appropriate planning, preparatory and follow up work for the sessions
- the visitor understands the emotional, intellectual, cultural, religious, social and ability level of the pupils involved, including where there may be a specific issue relating to child protection
- the teacher needs to be part of the experience in order for the pupils to value the lessons and to build on the pupils' learning after the session/s as well as answer any questions the pupils may subsequently have

#### **Monitoring and evaluating visitors' and external agencies' contributions**

See Appendix 1 – format to be used to ensure external visitor or agency is providing high quality teaching and learning opportunities.

#### **v) Inclusion, equality and diversity**

All pupils, whatever their experience, background and identity, are entitled to quality SRE that helps them build confidence and a positive sense of self, and to stay healthy. To encourage pupils to participate in lessons, teachers will ensure content, approach and use of inclusive language reflects the diversity of the school community and helps each and every pupil to feel valued and included in the classroom.

We promote the needs and interest of all pupils. The school's approaches to teaching and learning take into account the ability, age, readiness and cultural backgrounds of the pupils to ensure all can access the full SRE provision. We promote social learning and expect our pupils to show a high regard for the needs of others. SRE is an important vehicle for addressing both multicultural and gender issues and ensuring equal opportunities for all.

#### **Responding to pupils' diverse learning needs:**

Considerations will be made for:

- religious and cultural diversity
- differing gender needs and abilities, including SEND
- diverse sexuality of pupils
- homophobic/transphobic/biphobic bullying and behaviour
- pupil's age and physical and emotional maturity
- pupils who are new to English

**Ethnicity, religion and cultural diversity:**

Our policy values the different backgrounds of all pupils in school and, in acknowledging and exploring different views and beliefs, seeks to promote respect and understanding. We do not ask pupils to represent the views of a particular religious or cultural group to their peers, unless they choose to do so.

**Single gender groups:**

Our policy is sensitive to the needs of different groups. For some pupils, it may be more appropriate for them to be taught particular topics in single gender groups. We will consult parents/carers and pupils both on what is included, and on how it is delivered. This will help pupils and their families to establish what is appropriate and acceptable for them. Working in single gender groups can considerably ease concerns about SRE, and help to ensure that pupils receive the SRE to which they are entitled. Single gender groups can also help boys and girls to feel safer and less embarrassed about airing issues and discussing relationships.

**Special educational needs and learning difficulties:**

SRE helps all pupils understand their physical and emotional development and enable them to make positive decisions in their lives. We ensure that all pupils receive SRE and we offer provision appropriate to the particular needs of our pupils, taking specialist advice where necessary. Staff will differentiate lessons to ensure that all members of the class can access the information fully.

Some pupils will be more vulnerable to abuse and exploitation than their peers, and others may be confused about what is acceptable public behaviour. These pupils will need help to develop skills to reduce the risks of being abused and exploited, and to learn what sorts of behaviour are, and are not, acceptable.

**Sexual identity and sexual orientation:**

We have a clear duty under the Equality Act 2010 to ensure that our teaching is accessible to all pupils, including those who are lesbian, gay, bisexual and transgender (LGBT). Inclusive SRE will foster good relations between pupils, tackle all types of prejudice, including homophobia, and promote understanding and respect, enabling us to meet the requirements, and live the intended spirit, of the Equality Act 2010.

We will deal sensitively and honestly with issues of sexual orientation, answer appropriate questions and offer support. Pupils, whatever their developing sexuality, need to feel that SRE is relevant to them. Teachers will never assume that all intimate relationships are between opposite sexes. All sexual health information will be inclusive and will include LGBT people in case studies, scenarios and role-plays. We will ensure boys and girls can explore topics from a different gender's point of view, and a variety of activities, including practical tasks, discussions, group activities and competitions.

We will consult with parents/carers when developing the SRE policy and programme in order to reassure them of the content and the context in which it will be presented.

The school takes into account the language skills of individual pupils, ensuring that all pupils have equal access to the SRE provision and resources.

Inclusive principles for all:

- Setting suitable learning challenges: High standards are expected for all pupils. This will be done by delivering a comprehensive scheme of work which provides continuity and progression for all.
- Responding to pupils' diverse learning needs: Teaching and learning should be planned so that all lessons are inclusive and all pupils are enabled to participate fully and effectively.
- Overcoming potential barriers to learning and assessment for individuals and groups of pupils: Short term planning should seek to lower as much as is possible barriers to learning, participation and assessment

through flexible approaches to teaching/learning both in the classroom and in the wider school environment.

#### **vi) Resources**

##### *What resources will be used to deliver SRE?*

We use primarily Leeds Health Schools PSHE curriculum and the resources recommended within it. We will focus on the needs of the pupils and our planned learning objectives. We carefully select resources which meet these objectives. We also evaluate teacher resources, leaflets, online resources and videos before using them.

We use children's books, both fiction and non-fiction, extensively within our SRE programme. Teachers will always read and assess the books before using them to ensure they are appropriate for the planned work. They will also consider the needs and circumstances of individual pupils in class when reading texts, in case they need to have a preparatory conversation with a pupil before the teaching takes place, for instance.

Key texts and resources we will use for SRE are:

- Resources as identified in the medium term plans for the SRE modules
- Leeds PSHE Scheme of Work SRE modules (available from the Health and Wellbeing Service)

#### **vii) Learning environment and additional non-negotiable ground rules**

##### *Why are ground rules important?*

##### *What additional non-negotiable ground rules will be developed for SRE?*

##### *How will the ground rules be developed?*

Staff are careful to ensure their personal beliefs and attitudes do not influence the teaching of SRE. To this end, ground rules have been agreed to provide a framework of common values within which to teach. There are clear parameters as to what will be taught in a whole-class setting, and what will be dealt with on an individual basis.

In addition to the ground rules used in PSHE, we will develop a set of non-negotiable rules for lessons and discussions related to SRE. If pupils are to benefit fully from an SRE programme, they need to be confident speakers, good listeners and effective, sensitive communicators. When the needs of pupils are analysed, of overriding importance are two key areas: they need to feel safe and be safe. A set of additional, non-negotiable ground rules will help staff to create a safe and relaxed environment in which they do not feel embarrassed or anxious about unexpected questions or comments from the pupils. They also reduce the possibility of inappropriate behaviour and the disclosure of inappropriate personal information.

Our additional, non-negotiable ground rules are:

- We will not gossip about the lesson but we will talk to someone we trust if we feel there's a need to get help.
- It's not OK to ask personal questions of each other or the teacher or use names but we can put questions in the box for later.
- We will try to only ask questions related to what we are learning in the lesson.
- We will use the anatomical terms for the sexual body parts.
- It is ok to say pass / not join in.
- We will respect different opinions, situations & backgrounds.

We will develop these ground rules through circle time activities.

### **viii) Assessment, recording and reporting in SRE**

*How will you provide evidence of pupils' learning and progress and report this back to parents/carers?*

We assess pupils' learning in SRE in line with approaches used in the rest of the curriculum (including assessment for learning). We report specific issues to parents on an individual basis if these arise during teaching, or address further pupil need in the same way – after informing parents.

Assessment methods:

- needs assessment is used to identify existing knowledge and skills of pupils
- Formative assessment is built into the SRE programme to inform planning
- pupil self-assessment is used where appropriate
- assessment focuses on knowledge as well as skill development and attitudes
- teachers will keep a note of pupils who have missed some or the entire module due to absence from school

### **ix) Monitoring and evaluation**

*How will the delivery and provision for SRE be monitored?*

*How will the delivery and provision for SRE be evaluated?*

**Monitoring activities:**

- recording of pupil attendance in SRE lessons
- effective PSHE leadership with a system of lesson observations and peer support
- a system for regular review of the SRE policy and programme
- pupil and staff interviews/questionnaires
- pupil/staff/parent surveys
- scrutinising staff planning
- samples of pupils' work

**Evaluation activities:**

- teacher and pupil evaluation of lessons, units and the overall SRE programme
- teacher and pupil evaluation of resources
- evidence from lesson observations
- evaluation of contributions of external partners
- feedback and evaluation by pupils
- scrutiny of assessment records
- sampling pupils' work and portfolios

## **14. Safeguarding and Child Protection**

*How will pupils who are thought to be 'at risk' be supported?*

*If the school has any reason to believe a pupil is at risk, what will happen?*

*SRE plays a very important part in fulfilling the statutory duties all schools have to meet and the SRE policy should be closely aligned to the school's safeguarding policy. SRE helps pupils understand the difference between safe and abusive relationships and equips them with the knowledge and skills to get help if they need it.*

*When teaching any sensitive issue young people may give cause for concern, and a link needs to be made with the pastoral system and safeguarding arrangements. All adults involved in SRE delivery need to be aware of the pastoral system and safeguarding arrangements in place.*

## **15. Confidentiality in the context of SRE lessons**

*What will the school do in order to minimise the risk of disclosure in an SRE lesson?*

The nature of SRE means that pupils may disclose personal information that staff will respond to appropriately. The classroom is never a confidential place to talk, and that remains true in SRE. Pupils will be reminded that lessons are not a place to discuss their personal experiences and issues, or to ask others to do so, through the establishment of ground rules. Any visitor to the classroom will be bound by the school's policy on confidentiality, regardless of whether they have, or their organisation has, a different policy. We will make sure visitors are aware of this, and make sure there are enough opportunities for pupils to access confidential support after the lesson if they need it.

Any information disclosed to a staff member or other responsible adult, which causes concern about the child's safety, will be communicated to the designated person as soon as possible and always within 24 hours, in line with our safeguarding and child protection policy.

If a pupil tells a health professional, such as the school nurse, something personal on a one-to-one basis outside of the classroom, our school's confidentiality policy will help us to decide whether that person can keep that information confidential, or whether they need to seek help, advice, or refer to someone else. We will also signpost pupils and their families, where appropriate, to on and offline community, health and counselling services so pupils know where to go for confidential help and advice.

Techniques used in school to minimise the chance of pupils making a disclosure in an SRE lesson include:

- depersonalising discussion
- puppets
- visits to/from outside agencies

## **16. Support**

*How will the school support pupils?*

*How will the school support LGBT pupils?*

We hope that pupils will feel safe in the school environment to talk to any member of staff in confidence about any areas of concern regarding their personal, social and emotional development, including matters raised by or relating to SRE. We promote the school ethos as one of inclusion and acceptance throughout all areas of school activity and hope that pupils respond to this by feeling comfortable to ask questions and continue their learning both in and outside of the classroom.

## **17. Advice and treatment**

There is no reason for staff to expect to be made aware of a pupil or colleague's HIV or hepatitis status, and no person will be discriminated against because of this if there is a disclosure of this type of information.

The school's **first aid policy** covers protection for all school members against infection from blood-borne viruses.

## **18. Complaints**

Parents/carers who have complaints or concerns regarding the SRE provision should contact the school and follow the school's complaints policy.

## **19. Local support available to schools**

The Health and Wellbeing Service can offer support through training, bespoke lessons and in school advisory sessions.

**Training available:**

- Delivering Primary SRE with Confidence
- Speakeasy Training Days to support parents/carers with talking about SRE at home
- Is this Love?
- Anxiety and Body Image

- SRE for Boys and Young Men
- Growing Up in a Social Media World
- Leading & Managing PSHE
- PSHE & Assessment
- Creative Approaches to Delivering PSHE

Further information on the above training, as well as how to book, can be found at:

[www.schoolwellbeing.co.uk](http://www.schoolwellbeing.co.uk) and [www.leedsforlearning.co.uk](http://www.leedsforlearning.co.uk)

#### **Bespoke primary SRE lessons delivered in school:**

- Puberty & Conception
- Body Image
- Healthy Relationships
- Social Media

For further information on the above bespoke sessions, please contact Emma Newton at:

[emma.newton@leeds.gov.uk](mailto:emma.newton@leeds.gov.uk)

#### **In school advisory sessions:**

Primary SRE: Helen Smithies – [helen.smithies@leeds.gov.uk](mailto:helen.smithies@leeds.gov.uk)

## **20. Local and national websites**

#### **Healthy relationships, sexual consent, exploitation and abuse:**

- Information about FGM can be found at: [www.forwarduk.org.uk](http://www.forwarduk.org.uk)
- Good practice examples and guidance on consent: [www.pshe-association.org.uk/consent](http://www.pshe-association.org.uk/consent)
- CPS guidance on the Statutory Definition of Consent, and the CPS Sexual Offences Factsheet: [http://www.cps.gov.uk/news/fact\\_sheets/sexual\\_offences/](http://www.cps.gov.uk/news/fact_sheets/sexual_offences/)
- Home Office guidance; this is abuse: <http://thisisabuse.direct.gov.uk/>
- Child Exploitation and Online Protection (CEOP) has produced a series of resources which are available at: [www.ceop.police.uk](http://www.ceop.police.uk) and [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- Addressing healthy relationships and sexual exploitation within PSHE in schools: [http://www.sexeducationforum.org.uk/media/3101/pshe\\_ff37.pdf](http://www.sexeducationforum.org.uk/media/3101/pshe_ff37.pdf)
- e-magazine to help teachers teach about consent, available free to Sex Ed Forum members: <http://www.sexeducationforum.org.uk/resources/sex-educational-supplement.aspx>
- Brook has produced a Traffic Light Tool to help professionals assess whether children’s sexual behaviours are healthy or unhealthy: [www.brook.org.uk/traffic-lights](http://www.brook.org.uk/traffic-lights)
- Ask Brook about relationships, safety and risks, available at: [www.brook.org.uk/shop](http://www.brook.org.uk/shop)

#### **Violence within relationships:**

- The Against Violence and Abuse Project provides further information, advice and guidance: [www.avaproject.org.uk](http://www.avaproject.org.uk)
- Rape Crisis provides help and advice to those affected by rape, sexual violence and child sexual abuse: [www.rapecrisis.org.uk](http://www.rapecrisis.org.uk)

#### **Inclusive SRE:**

- Stonewall has produced a series of packs and information for schools. Details are available at: [www.stonewall.org.uk](http://www.stonewall.org.uk)
- Brook has produced packs to help those who work with diverse groups of children, available at: [www.brook.org.uk/shop](http://www.brook.org.uk/shop) including:
- The Sex Education Forum has produced a factsheet on SRE for children with learning difficulties: [http://www.sexeducationforum.org.uk/media/6153/sre\\_and\\_young\\_children.pdf](http://www.sexeducationforum.org.uk/media/6153/sre_and_young_children.pdf)

#### **Local sources of support:**

[www.schoolwellbeing.co.uk](http://www.schoolwellbeing.co.uk)  
[www.healthyschools.org.uk](http://www.healthyschools.org.uk)  
<http://www.leeds.gov.uk/phrc/Pages/default.aspx>  
[www.leeds.gov.uk/phrc/Pages/public-health-training.aspx](http://www.leeds.gov.uk/phrc/Pages/public-health-training.aspx)  
<http://www.leedsiscb.org.uk/>  
[http://shop.ncb.org.uk/category\\_s/1831.htm](http://shop.ncb.org.uk/category_s/1831.htm)  
<http://leedssexualhealth.com>  
<http://www.themarketplaceleeds.org.uk/>  
<http://mesmac.co.uk/>  
<https://www.mindmate.org.uk/>

**National sources of support:**

<http://www.nhs.uk/Livewell/Sexualhealthtopics/Pages/Sexual-health-hub.aspx>  
<https://www.brook.org.uk/>  
<http://www.fpa.org.uk/>  
<http://www.sexeducationforum.org.uk/>  
<https://www.pshe-association.org.uk/>  
<http://www.stonewall.org.uk/>  
<http://www.bodysense.org.uk/>  
[www.riseabove.org.uk](http://www.riseabove.org.uk)  
<http://www.nat.org.uk/>  
<https://www.womensaid.org.uk/>  
<https://www.nspcc.org.uk/>  
<https://www.childline.org.uk>

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<https://www.gov.uk/government/publications/sex-and-relationship-education>

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## APPENDIX 1 Checklist

### After visit

Question	Scale 1 - 10	How do you know?
1. How well did the programme meet the needs of the pupils?		
2. How well has the work developed the skills of pupils to manage their wellbeing?		
3. How well has the input contributed to the SRE programme?		
4. Has there been an impact on staff skills and confidence?		
5. How well did the pre-planning support the session / visit?		
6. How will be the work be continued and / or adopted into the Schemes of Work next year?		
7. Were there any elements that could be improved in the future?		
8. Any other comments?		
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