

Sex Education and Relationships Policy

Date	Review Date	Endorsed by	Approved by	Link Governor
Dec 2016	Dec 2017	Curriculum and Community Committee	Governing Body	Makaila McKenzie

We at The Devonshire Hill Nursery and Primary School agree with the definition of sex education as stated in the DfE guidance document ‘Sex Education and Relationship Education Guidance’ (ref DfE 0116/2000) which states:

“Sex and Relationships Education is lifelong learning about physical, moral and emotional development. It is about understanding 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.”

In this school SRE is part of the personal, social and health education curriculum. Through SRE we inform children about sexual issues but in the context of morality and individual responsibility. This allows children to ask and explore moral questions. Under no circumstance do we use sex education as a means of promoting any form of sexual orientation.

We aim to work closely with parents, carers and governors and to create an ethos that will ensure all pupils receive appropriate, accurate and honest answers to their questions about SRE.

We wish to work closely with the House Captains and House Representatives to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

This policy is to be read in conjunction with the following document:

- Sex and Relationship Education Guidance (DfE) – Guidance A
- Sex and Relationships Education for the 21st Century – Guidance B

Aims

- To offer all pupils a planned programme of education about human development, relationships, sexuality and family life which is developmental and appropriate to the age and maturity of the child;
- To teach sexuality within a moral framework emphasising stable relationships and family life;
- To encourage pupils to develop a positive attitude to all body functions;
- To help children understand that they have rights over their bodies;
- To help pupils recognise peer and social pressure and boost self esteem.

Responsibility for the Policy and Procedure

The Governing Body has a duty to:

- Appoint a member of staff to be responsible for Personal, Social and Health Education;
- Delegate powers and responsibilities to the Headteacher to ensure all school personnel and stakeholders are aware of and comply with this policy;
- Produce a policy outlining the rationale and organisation of the Sex and Relationships Education (SRE) programme;
- Inform parents of the policy;

- Inform parents of their right of withdrawing their child from all or part of the school's SRE programme if they so wish;
- Ensure that the school complies with all equalities legislation;
- Nominate a designated Equalities governor (Steven Lock) to ensure that appropriate action will be taken to deal with all prejudice related incidents which are a breach of this policy;
- Responsibility for ensuring funding is in place to support this policy;
- Make effective use of the relevant research and information to improve this policy;
- Ensure the policy and all policies are maintained and updated regular;
- Ensure all policies and made available to parents;
- Nominate a link governor to visit the school regularly, to liaise with the Headteacher and the coordinator and to report back to the Governing Body;
- Ensure the effective implementation, monitoring and evaluation of this policy

The Headteacher will:

- Implement the policy;
- Ensure all school personnel, pupils and parents are aware of and comply with this policy;
- Work closely with the link governor and coordinator;
- Provide leadership and vision in respect of equality;
- Make effective use of the relevant research and information to improve this policy;
- Organize effective training, support and guidance for the teaching staff so that they can handle any difficult issues sensitively;
- Monitor the effectiveness of this policy;
- Annually report to the Governing Body on the success and development of this policy;

The Senior Leadership Team will:

- Lead the development of this policy throughout the school:
- Work closely with the Headteacher and the nominated link governor;
- Make effective use of relevant research and information to improve this policy;
- Provide guidance and support to all staff;
- Provide training for all staff on induction and when the need arises;
- Keep up to date with new developments and resources;
- Undertake risk assessments when required;
- Review and monitor;
- As part of the annual pupil survey, gauge thoughts of pupils

The Link Governor will:

- Work closely with the Headteacher and the AHT;
- Ensure this policy and other linked policies are up to date;
- Ensure that everyone connected with the school is aware of this policy;
- Annually report to the Governing Body on the success and development of this policy

School personnel will:

- Comply with all aspects of this policy;
- Use a variety of teaching methods and resources to deliver the SRE programme;
- Implement the school's equalities policy and schemes;
- Report and deal with all incidents of discrimination;
- Attend appropriate training sessions on equality;
- Report any concerns they have on any aspect of the school community

Pupils will:

- Be aware of this policy and will be encouraged to ask questions in order to further develop their knowledge, skills and attitudes;
- Ask for further help if they do not understand;

- Treat others, their work and equipment with respect;
- Support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- Use the Schools self-referral for concerns, reporting through the 'Blue Box' system or by telling any adult in school who will then report as appropriate re CP and Pastoral Care.

The House Captains and House Representatives will be involved in:

- Determining this policy with the Governing Body;
- Discussing improvements to this policy during the school year;
- Reviewing the effectiveness of this policy with the Governing Body

All parents/carers must:

- Acknowledge that they have a primary role in their child's SRE programme;
- Be fully aware of the school's SRE policy;
- Ask any pertinent questions regarding their child's sex education at the school;
- Be aware of their right of withdrawing their child from all or part of the SRE programme that we teach in this school;
- Take part in periodic surveys conducted by the school;
- Support the school Code of Conduct and guidance necessary to ensure smooth running of the school

Sex Education Programme

- We carry out the main SRE teaching in our Personal, Social, Health and Economic (PSHE) curriculum.
- We also teach some sex education through other subject areas (for example, science and PE), where we feel that they contribute significantly to a child's knowledge and understanding of his or her own body, and how it is changing and developing.

The organisation and management of our SRE programme is undertaken by:

- The Leadership Team
- Middle Managers with Curriculum responsibility for SRE/PSHE/Topic/PE/Science/RE
- Teaching Staff
- Governors
- The planning and delivery of the programme is undertaken by class teachers.

The delivery of this programme will be flexible and it will be delivered through:

- Topics
- Planned aspects of science, PE and RE
- Class discussions or circle time
- Assemblies
- The occasional visit from appropriate professionals

Organisation of the Sex Education Programme (Appendix A)

Confidentiality

- The teaching staff will endeavour to respect a child's confidence, unless we consider the child to be at risk. Where confidentiality has to be breached, reasons will be given;
- Teachers cannot promise a child that they will 'keep a secret'. (see safeguarding, whistle blowing, child protection policies);
- If there is a disclosure of a child protection issue, the staff member will inform the Head Teacher /Designated Safeguarding Lead/Person in line with the statutory procedures for child protection.

Raising Awareness of this policy

We will raise awareness of this policy via:

- The school website;
- Meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops;
- Meetings with school personnel;
- Reports such as annual report to parents and Headteacher reports to the Governing Body;
- Information displays in the main school entrance

Training

All school personnel:

- Have equal chances of training, career development and promotion
- Receive training on induction which specifically covers:
 - All aspects of this policy;
 - PSHE;
 - Equal opportunities;
 - Inclusion
- Receive periodic training so that they are kept up to date with new information
- Receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Monitoring the Effectiveness of the Policy

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the link governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

This policy was reviewed and endorsed by the Full Governing Body of The Devonshire Hill Nursery and Primary School on Tuesday 20th December 2016.