



Benedict Biscop CE Academy

SEX and RELATIONSHIPS POLICY

Review Date:

Autumn 2018

Next Review Due:

Autumn 2019

Person in Charge:

Headteacher

Governance:

Chair of Governors

Pastoral Care

The quality of relationships between all members of school, staff and pupils, and the relationship with parents and carers is the area that is most commonly associated with the ethos of a church school. It is expressed in the terms of sharing and caring. Jesus was clear in His instructions to the disciples on this matter. “Love your neighbour as yourself” – Matthew 22:39. “This is my commandment: love each other.” John 15:17. Everyone associated with the school is made in the image of God and is to be loved. This is the commandment from which Northern Lights Learning Trust derives its policy for pastoral care.

We have a series of overlapping networks of relationships which include governors, staff, children parents, church members and members of the community which the school seeks to serve. Our pastoral work will strive to meet the significant challenge to create and maintain such networks in ways which reflect the Gospel. Those who are in leadership roles, which includes all who have a particular responsibility, ensure that by their personal example they set the highest standards expected.

It is from this premise that Christian love will pervade all aspects of life at Northern Lights Learning Trust. It will influence how we reward and punish. It will affect how we value work and achievement of pupils and staff. It will be seen in the way in which the school environment is created and cared for. In the way in which teaching and non-teaching staff work together effectively as a team.

The Academy's sex and relationship education policy is part of the Academy's pastoral system and safeguarding arrangements.

For distribution:

Governors, all staff

Policy formation and consultation process

The current policy has been reviewed and determined by a representative group of the Members of Academy Council, staff and School Nurse.

Stages in producing policy

- Initial meeting to review present practice and determine future action to produce a policy.
- Circulation of relevant material.
- Review policy at full Governors' meeting.
- Governors adopt policy.
- Statement to be produced for school prospectus.

Parents will be kept informed of any changes.

Introduction

Principles:

'Don't you know that your body is the temple of the Holy Spirit who lives in you and is given to you by God?'

I Corinthians 6 v 19

- Children should be able to grow having a positive attitude towards God as creator and an awareness of their place in His created order. Sex is not only a given fact of human existence but, in Christian belief, a gift of God as part of creation. In our teaching we will stress the importance of the individual to God.

We seek to develop positive relationships at Benedict Biscop C.E. Academy and have identified this explicitly through the following principles of community cohesion linked to our Christian Faith:

- God intended us to be in relationship. People in relationship with one another. We aim to develop young people who are friendly, inclusive and who are able to collaborate effectively. [Genesis]
- God intended us to welcome others into our community. We aim to develop and extend our relationships through recognising qualities and behaviours associated with being host and guest.
- God intended us to be confident in who we are – we aim to develop young people who have a positive self esteem, recognise their own value and who are able to make decisions about their own behaviour in relationships confidently.

Relationships are the foundation of our school, through developing mutual respect from the earliest age we recognise that whilst we are all different and unique, each one of us has the right to respect and be valued.

The school community recognise their role and responsibility in developing sex and relationships education but also recognise that co-operation between home, school and church as a foundation for continued support and healthy growth throughout a child's school education is essential. Sex and relationship education should complement family teaching, where it exists, and should lay foundations for healthy growth where the home teaching is lacking.

The school recognise the sensitivity of some issues and will determine a specific agreed programme which will indicate the content of the sex education programme. Staff will only teach within the agreed guidelines. All staff have a shared responsibility to encourage healthy attitudes towards sex and relationships education. Professional Development and preparation beforehand will be provided.

Aims and Objectives

To support the personal and social development of all pupils, and help them to enjoy relationships based on mutual respect and responsibility, free from any abuse.

To create a programme for progressive and differentiated learning which caters to pupils needs and is sensitive to individuals and groups.

To encourage unembarrassed acceptance of sexuality by providing appropriate vocabulary for all parts of the body and encouraging positive attitudes to all bodily functions.

To generate an atmosphere where questions and discussion on sexual matters can take place without embarrassment.

To enable pupils to accept variation in rates of growth and development (physical and emotional) when puberty commences.

To provide constant reassurance that change is part of the life cycle and to give help in adjusting to these changes.

To recognise the value and importance of a loving, committed and caring relationship.

To develop skills in personal relationships, for example, communication and assertiveness.

To help children affirm their rights, to be able to resist unwanted touch or advances and to communicate about such matters.

To develop skills in decision-making and problem solving.

Content Headings for Sex Education Programme

The programme will form part of our Science and Personal, Social, Health, Citizenship Education.

- Science topic related to human growth and development
- Personal, Social, Health, Citizenship programme
 - Name, locate and outline the functions of the reproductive organs;
 - Begin to know about and have understanding of the physical and social changes at puberty;
 - Know and understand how changes at puberty affect the body in relation to hygiene;
 - Understand and accept responsibility for personal cleanliness;
 - Reinforce the importance of the need for loving, caring relationships.
 - Be introduced to the sexual act within the context of a loving relationship.

When will sex education take place

The Science topic ‘The Human Body’ will be taught during Year 4 or 5 [at appropriate times working with external health services and school. In exceptional circumstances menstruation will be taught in Year 4 Summer term when staff consider it is necessary depending on the maturity of the girls. Parents are informed by letter before the subject is taught to give them the opportunity to address any issues that may arise.

Sensitive Issues

How sensitive issues are dealt with, i.e. teacher style and methods used, is crucial. Such issues need to be presented in a balanced way, pitched to the level of the pupils’ needs and experience. The use of ‘ground rules’ will help create a supportive climate for discussion and yet respect privacy and the ‘right to pass’.

Only topics listed in the curriculum contents may be taught / discussed. Staff must make the children aware of the ground rules before questions are invited.

Discussion with the Phase Leader, Vice Principal or Principal is essential before the topic is introduced to the pupils.

Equal Opportunities

Children will be taught in a mixed class except for the lesson on menstruation. The content of the lesson will be the same.

Organisation of Sex Education

The content will be covered in the Science programme and as part of the work in personal, social, health, citizenship education. The lessons will be delivered by the class teacher and school nursing staff over 2 sessions to enable children to ask questions or “post” questions in private to staff to be considered.

Training Provision

Training will be provided by school based professional development and LA courses.

Assessment

Assessment will be by quality of questions and discussion. Young people in Y5 and 6 will be offered an opportunity to post questions privately which will also determine their understanding.

Evaluation

Present practice involves discussion with several Year 4/ 5 parents in an informal manner. Response is encouraging and appreciative.

Resources

Video, printed materials, outside agencies.

Confidentiality

If any sensitive issues are raised relating to sex education the member of staff must consult the Principal or Vice Principal.

If a disclosure is made the member of staff must follow the procedures relating to the school's safeguarding policy and contact the designated person immediately.

Child withdrawal procedures

Current and prospective parents will be kept fully informed of the content of the sex education policy. Section 405 of the *Education Act 1996* enables parents to withdraw their children from sex education other than the sex education that is in the National Curriculum (such as the biological aspects of human growth and reproduction that are essential elements of National Curriculum Science).

Section 241 of the Education Act 1993 gives parents the right to withdraw their children from all parts of the sex education programme, other than those elements which are required by the National Curriculum Science Order.

Parents who express a desire to withdraw their child from sex education lessons, will be invited to school to discuss their concerns. If this issue can't be resolved the parent must inform the Academy in writing that they wish their child to be withdrawn from the relevant lessons. Children who are withdrawn from lessons will be accommodated in the library and provided with Science activities appertaining to the National Curriculum.

Procedures for the involvement of health professionals

- 1 Outside agencies may be invited to talk to the children. Before involvement with the children they must be familiar with the Academy's sex education policy.
- 2 The management of the sex education lessons is under the control of the class teacher, who must be present when any outside agent is talking to the children. The teacher and school nurse will liaise and use agreed appropriate material.

Working with parents

- 1 The parents will be informed when sex education is to be taught so that they can act as partners in the process.
- 2 Information will be available in school for parents giving advice and support.

Dissemination of the Policy

- 1 Members of the LAC. The policy will be available in school for parents to view.
- 2 Members of the Academy staff through the Academy's intranet.

Evaluation and Monitoring

Sex education and its implementation will be reviewed informally and formally on a regular and ongoing basis, taking note of internal and external perspectives and demands.

Evaluation will ensure that the following criteria are being met:

- Equal opportunities for all, with access related to individual needs.
- Aims and objectives are matched with whole school requirements, with outcomes consistent with effective implementation of the curriculum as a whole.
- Policy is relevant in a changing climate.

Procedures for Policy Monitoring and Evaluation

- 1 Senior Leadership discussion
- 2 Autumn term LAC meeting.
- 3 External discussions with school nursing staff
- 4 External discussions with community groups recognising social changes.

