



Sex and Relationship Education Policy

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Responsible member of SLT: Louise Scaum

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Statement of intent

Manor Church of England Academy seeks to be a witness to Jesus Christ always. As a Christian school, we aim to provide a Christian education for all our pupils; our Christian values permeate every aspect of the school's activity. Those values are graciousness, patience, kindness, compassion, loyalty, forgiveness and being just. Combined with the Academy's vision of "growing together, serving others and living life to the full" they inform all our policies and practices.

At Manor CE Academy we understand the importance of educating students about sex and relationships, in order for students to make responsible and well-informed decisions in their lives. Our policy and programme for Sex and Relationship Education reflects the Christian ethos of the academy.

The DfE's guidance, 'Sex and Relationship Education Guidance', defines this programme as: "Learning about physical, moral and emotional development; 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 health."

The programme will be taught objectively and does not intend to promote any form of sexual orientation.

Aims and objectives

The sex education and relationship programme is an opportunity for students to:

- Develop an understanding of sex, sexuality and relationships.
- Develop a range of appropriate personal skills.

The aims will be achieved through developing an understanding of:

- A range of values and moral issues including the importance of family life.
- The biological facts related to human growth and development, including reproduction.
- The importance of healthy relationships.

Moral Values Framework

As a Church of England Academy the Christian ethos will provide the context within which all personal development takes place. "This means Christian values and attitudes with the emphasis on the importance of marriage, the family and stable relationships to build a student's self-esteem, self-awareness and sense of moral responsibility will permeate all the curriculum."

Guidance from York diocesan board of education

- All students have an entitlement to Sex and Relationship Education that should encourage them to respect themselves and others.
- Sex and Relationship Education should be delivered in the context of family life and with regard to the Christian beliefs of the academy

- Sex and Relationship Education is important in contributing to students' overall personal development.
- Sex and Relationship Education is a whole academy issue.

Students will be encouraged to value differences between people and the variety of relationships that are loving and caring. Sex and Relationship Education will take place in a way that supports students' spiritual, moral, social and cultural development. The academy believes that honest, sensitive and responsible Sex and Relationship Education is relevant and necessary for our students.

This policy and its supporting schemes of work seek to acknowledge that this area of the curriculum is challenging and sensitive for many students, parents and teachers and to set out how we aim to meet those challenges.

Signed by:

_____ Principal

Date: _____

1. Legislation

1.1. This policy will be compliant with the following guidance:

- DfE 'Sex and Relationship Education Guidance' 2000
- DfE 'Science programmes of study: key stages 1 and 2' 2013
- DfE 'Science programmes of study: key stage 3' 2013
- DfE 'Science programmes of study: key stage 4, ' 2014

2. Organisation of the programme

2.1. The sex and relationship education programme will be developed in conjunction with the views of teachers, students and parents by the Curriculum Enrichment Leader, in accordance with DfE recommendations.

2.2. Most of the programme will be delivered through the personal, social, health and economic (PSHE) education, with statutory aspects taught via the science curriculum.

2.3. The sex and relationship education programme is divided into two key stages at secondary level, rather than by year group, in terms of what topics will be taught.

2.4. The sex and relationship education programme is flexible at secondary level, such that teachers can decide what they would like students to know by the end of each year within the key stages.

3. Key stage 3

3.1. Students in KS3 are taught:

- The detailed process of human reproduction, including the physical and emotional changes that take place during puberty and adolescence.
- About fertility, including the constant fertility of the male and the cyclical fertility of the female.
- The menstrual cycle, including the different stages, and the emotional changes it brings.
- About fertilisation and pregnancy and the different stages involved, including foetal development in the uterus.
- About sexually transmitted infections (STIs), including HIV and AIDS, and how they can be transmitted.
- The diagnosis of, and treatment for, different STIs.
- How high-risk behaviours affect the health and wellbeing of individuals, families and communities.
- About different methods of contraception and the importance of these in preventing STIs and pregnancy.

- How diet and disease may affect sexual health, pregnancy and fertility.
- How drugs, including tobacco and cannabis, may affect sexual health, pregnancy and fertility.
- The importance of the law regarding the legal age for engaging in sexual activity, and the significance of consent.
- The importance of delaying sexual activity and resisting pressure, as well as how to discuss this with partners.
- About the features of positive and stable relationships, and the importance of these for bringing up children and family life.
- The importance of monogamous and consenting relationships and the effects on physical and emotional wellbeing.
- About different types of relationships such as same-sex and civil partnerships, including different choices relating to children.
- The breakdown of relationships and how to deal with loss, including the impact on emotional wellbeing.
- The roles and responsibilities of parents, carers and children within families.

4. Key stage 4

4.1. Students in KS4 are taught:

- The way in which hormonal control occurs, including the effects of sex hormones.
- About medical hormones such as those relating to fertility.
- How sex is determined in humans.
- About the benefits and risks of lifestyle choices which may affect sexual health.
- About positive traits in relationships, and what relationships should offer.
- The importance of being aware of exploitation in relationships and how this is not normal behaviour in a loving relationship.
- The responsibilities of parenthood and the consequences of what students' actions have on sexual activity and parenthood.
- About abortion and how this is dealt with by health professionals, as well as how to discuss this with parents and others.
- The use of medical hormones to control and promote fertility.
- The importance of the law regarding the legal age for engaging in sexual activity, the significance of consent and the consequences for when the law is not complied with.
- About trans* individuals and acceptance in society.
- About the use of 'sexting' and the importance of being aware of what students post online.
- How the media portrays others particularly in relation to body image and self-esteem.
- About the use of pornography and how this creates distorted images of sex and relationships, as well as placing gender expectations on males and females.
- Where and how to obtain confidential advice, counselling and treatment.

5. Training of staff

- 5.1. All staff members at Manor CE Academy will undergo training on a yearly basis to ensure they are up-to-date with the sex and relationship education programme.
- 5.2. Training of staff will also be scheduled around any updated guidance on the programme and any new developments, such as 'sexting', which may need to be addressed in relation to the programme.
- 5.3. Trained staff will be able to give students advice on where and how to obtain confidential advice, counselling and treatment, as well as advice on emergency contraception and their effectiveness.

6. Delivery of the programme

- 6.1. Classes may be taught in gender-segregated groups dependent upon the nature of the topic being delivered at the time, and the cultural background of students where it is only appropriate to discuss the body in single gender groups.
- 6.2. Throughout every year group, appropriate diagrams, videos, books, games, discussion and practical activities will be used to assist learning.
- 6.3. Inappropriate images, videos, etc. will not be used, and resources will be selected with sensitivity given to the age and cultural background of students.
- 6.4. Students will be prevented from accessing inappropriate materials on the internet when using such to assist with their learning. The prevention measures taken to ensure this, are outlined in Manor CE Academy's E-safety SOP.
- 6.5. Teachers will establish what is appropriate for one-to-one and whole-class settings, and alter their teaching of the programme accordingly.
- 6.6. Teachers will ensure that students' views are listened to and will encourage them to ask questions and engage in discussion. Teachers will answer questions sensitively and honestly.
- 6.7. The programme will be designed as to focus on boys as much as girls and activities will be planned to ensure both are actively involved, matching their different learning styles.
- 6.8. Teachers will focus heavily on the importance of marriage and healthy relationships, though sensitivity will always be given as to not stigmatise students on the basis of their home circumstances.
- 6.9. Manor CE Academy understands that students with special education needs and disabilities (SEND) are entitled to learn about sex and relationship education, and the programme will be designed to be inclusive of all students.

- 6.10. Teachers will understand that they may need to be more explicit and adapt their planning of work in order to appropriately deliver the programme to students with SEND.
- 6.11. At all points of delivery of this programme, parents/carers will be consulted and their views will be valued. What will be taught and how, will be planned in conjunction with parents/carers.
- 6.12. External experts may be invited to assist from time-to-time with the delivery of the sex and relationship education programme, but will be expected to comply with the provisions of this policy.

7. Working with parents

- 7.1. Manor CE Academy understands that the teaching of some aspects of the programme may be of concern to parents/carers.
- 7.2. Manor CE Academy will ensure that no teachers express their personal views or beliefs when delivering the programme.
- 7.3. Manor CE Academy respects the legal right of parents/carers to withdraw their child from all or part of the sex and relationship education programme, except for those statutory parts included in the science national curriculum.
- 7.4. A list of the statutory topics included in the science national curriculum at the different key stages, can be found in [Appendix 2 – Science national curriculum](#).

8. Equal opportunities

- 8.1. Manor CE Academy understands and abides by The Equality Act 2010, and fully respects the rights of students and staff members, regardless of any protected characteristics that he/she may have.
- 8.2. Manor CE Academy is dedicated to delivering the sex and relationship education programme with sensitivity and respect, avoiding any derogatory or prejudicial terms which may cause offence.

9. Confidentiality

- 9.1. Confidentiality within the classroom is an important component of sex and relationship education, and teachers are expected to respect the confidentiality of their students as far as is possible.
- 9.2. Teachers must, however, alert the Vice Principal: Student Welfare (DSL) about any suspicions of inappropriate behaviour or potential abuse as per Manor CE Academy's Safeguarding and Child Protection Policy.

10. Bullying incidents

- 10.1. Manor CE Academy has a zero-tolerance approach to bullying. Any bullying incidents caused as a result of the sex and relationship education programme, such as those relating to sexual orientation, will be dealt with as seriously as other bullying incidents within Manor CE Academy.
- 10.2. Any occurrence of these incidents should be reported to a member of school staff, who will then discipline the student once he/she is on school premises.
- 10.3. These incidents will be dealt with following the process in our Anti-bullying SOP. The Vice Principal: Student Welfare will decide whether it is appropriate to notify the police or an anti-social behaviour coordinator in their LA of the action taken against a student.

11. Monitoring and review

- 11.1. This policy will be reviewed by the Vice Principal: Student Welfare in conjunction with the Curriculum Enrichment Lead on a two-yearly basis.
- 11.2. Any changes needed to the policy, including changes to the programme, will be implemented by the Vice Principal.
- 11.3. Any changes to the policy will be clearly communicated to all members of staff involved in the sex and relationship education programme.

Appendix 1 – Letter to parents/carers

Dear Parent/carers,

RE: Sex and relationship education at Manor CE Academy

Government guidelines outline that, from the age of 11, it is compulsory for all schools to provide a sex and relationship education programme.

At Manor CE Academy, we believe that it is important to provide our students with a thorough and balanced curriculum, including age-appropriate information about sex and relationships.

The details of what will be taught to the various year groups is detailed in the Manor CE Academy's Sex and Relationship Education Policy, which can be accessed on our school website www.manorceacademy.org or in hard copy via our Manor CE Academy reception.

Though schools must provide sex and relationship education for students from the age of 11, up until the age of 19, only aspects of the science national curriculum are compulsory for students to learn. Therefore, as parents/carers, you are entitled to request that your child be removed from sex and relationship education lessons.

Such requests should be submitted to myself, the Principal, who will discuss this with you and your child's teacher and determine an appropriate substitute for these lessons. In most instances, children will be provided with self-directed reading or exercises which they can complete under the supervision of a trainee teacher.

If you have any concerns or queries about your child's participation in these lessons, please do not hesitate to contact either myself or your child's class teacher to discuss these.

Yours sincerely,

Principal

Appendix 2 – Science national curriculum

In accordance with the DfE's 'Sex and Relationship Education Guidance' 2000, there are certain aspects of sex and relationship education which are compulsory for students to learn as they progress through the key stages.

Key stage	Students must be taught:
Key stage 1	<ul style="list-style-type: none">• That animals, including humans, move, feed, grow, use their senses and reproduce.• To recognise and compare the main external parts of the bodies of humans.• That humans and animals can produce offspring, and they grow into adults.• To recognise similarities and differences between themselves and others.• To treat others with sensitivity.
Key stage 2	<ul style="list-style-type: none">• That nutrition, growth and reproduction are common life processes for humans and other animals.• About the main stages of the human life cycle.
Key stage 3	<ul style="list-style-type: none">• That fertilisation in humans is the fusion between the egg and sperm.• About the physical and emotional changes that take place during adolescence.• How the foetus grows and develops.• How the growth and reproduction of bacteria and viruses can affect health.
Key stage 4	<ul style="list-style-type: none">• The way in which hormonal control occurs, including the effects of sex hormones.• The medical uses of some hormones, including the control of fertility.• The defence mechanisms of the body.• How sex is determined in humans.