



THE WEST GRANTHAM CHURCH OF ENGLAND PRIMARY ACADEMY

RELATIONSHIP AND SEX EDUCATION POLICY

This document details The West Grantham Primary Academy policy for provision of Relationship Education (RE) and Relationship and Sex Education (RSE).

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1. Legal Requirements

a) Subject Definitions

- i. Mandatory Subjects - Our definitions of Relationship Education are as follows:
Relationships Education is learning about the emotional, social and physical aspects of growing up. It is inclusive of all types of families to help children understand about loving and caring relationships of all types. It should equip children with the information, skills and positive values to have safe relationships, to understand their bodies and to empower them to know they have choice. This subject can support children to develop resilience and to know how and when to ask for help.

ii. Non-Mandatory Subjects - Our definitions of Sex Education is as follows:

Sex Education provides a safe environment for children to have a factual, age-appropriate introduction to human reproduction and to ask questions related to this topic. It should enable children to access a safe source of information. Sex Education in this school will always form part of a broader scheme of work presented in conjunction with Relationship Education above, therefore will be referred to as **Relationship and Sex Education (RSE)**.

b) School's Legal Duty

The Relationship Education, Relationship and Sex Education and Health Education (England) Regulations 2019, made under sections 34 and 35 Children and Social Work Act 2017, make Relationship Education compulsory for all pupils receiving primary education in England.

c) Distribution of this Policy

This policy will be shared with all members of the Governing Body and all teaching and non-teaching members of staff. Copies of the document will be available to parents through the school website and a copy is available through the school office.

2. RSE in Practice: Outcomes, Delivery & Curriculum

a) Values and Outcomes

All content in the RSE curriculum supports the wider work of school in helping to foster pupil wellbeing and develop resilience and values that we know are fundamental to pupils being happy, successful and productive members of society. Outcomes for pupils include:

- Pupils should be able to form a strong early understanding of the features of relationships that are likely to lead to happiness and security.
- Pupils should be able to recognise any less positive relationships when they encounter them.
- RSE should create the opportunity to teach pupils about positive emotional and mental wellbeing, including how friendships can support our mental wellbeing.
- RSE should contribute to the prevention of abuse and protection of children, by teaching the knowledge they need to be safe and to report abuse, including emotional, physical and sexual abuse.
- Children should be prepared for the physiological and emotional changes they will go through during puberty, where possible before these occur, and understand that these are natural and normal changes.

Part of our RSE curriculum involves using The *Growing Up Safe* programme. It is a gentle programme that adheres to the values listed below:

- **Equality** is not always about treating everyone the same – it is about treating people in such a way that the outcome for each pupil can be the same.
- **Tolerance** is to understand that not everybody is the same and have the willingness to accept this.
- **Honesty** is being truthful and open at an age-appropriate level that allows pupils to learn and understand.
- **Support** is to work together with pupils' families to provide guidance and care for children.
- **Respect** is valuing each person as an individual of importance, as well as the beliefs of their family and community,
- **Empower** is to equip children with knowledge to keep them safe, healthy and happy.
- **Sensitivity** is having an awareness of the feelings of others and responding accordingly.

- **Trust** is ensuring children have a safe space to learn and discuss.
- **Empathy** is the ability to identify and understand the feelings of others and offer them support.

These values aid us in ensuring a safe and positive place for children to learn.

b) Subject Curriculum

- RSE is embedded within the PSHE curriculum. Please see the curriculum in appendix 1 that shows where RSE is taught and how it is delivered through a spiral curriculum.
- Special note: Within our school we use the scientific language for the genitals from the outset. It is usual that boys have a penis and girls have a vagina; the children will be taught that whilst they may call these areas something else at home, at school we use the proper scientific words.

c) Delivery of RE & RSE

Our school work annually with BigTalk Education, an award-winning team of specialist RSE facilitators led by Lynnette Smith, who is the Chair of the Sex Education Forum's Advisory Group (the SEF is part of the National Children's Bureau). BigTalk Education's *Growing Up Safe: Whole School Approach* (GUS programme) has been recognised by the Family Planning Association and Children and Young People Now Awards as a Finalist in their Safeguarding Award. The BigTalk team then deliver to each class within school, for more details please see details appendix 2.

Our teaching staff observe the BigTalk Education RE and RSE lessons as part of their CPD programme to ensure they can reinforce the lesson content and answer any follow up questions throughout the academic year.

In addition to this RE & RSE topics will be included in assemblies, circle times, PSHE lessons and Science lessons.

d) Equality

The governing body has wider responsibilities under the Equalities Act 2010, to ensure that no pupil(s) are discriminated against because of their sex, gender identity, sexual orientation, disability, educational needs, religion or belief, nationality, ethnic or national origin, pregnancy, maternity or home circumstances (eg looked after children).

The *Growing Up Safe* programme is autism friendly and has been designed to be inclusive and accessible to most children including those whose first language is not English. During these lessons any pupils with additional needs will be identified by their teacher and every provision made to help them join in during the RE/RSE lessons.

If a pupil is unable to take part in their usual class group for any reason, every endeavour will be made for them to attend a session best matched to their ability level.

Up to and including Year 4, all lessons will be co-educational, however in Years 5 and 6 these will be separated by gender (please note that lesson content is the same). For any children identifying as transgender, school will liaise with the child's guardian to determine which group the child would be most comfortable with.

School will keep an informal record of individual provision of RE/RSE/GUS programme to ensure that children who do not attend have a 'catch up' lesson either in a small group or with the whole class to avoid them hearing wrong information about the lesson from their peers.

e) Children's Questions

In order to promote a healthy, positive atmosphere for RSE we want to ensure that pupils can ask questions freely, confident that they will be answered, and be sure that they will be free from bullying or harassment from other pupils. At WGPA we believe that children are best educated, protected from harm and exploitation by discussing issues openly within the context of the RSE programme. During GUS sessions, the BigTalk Education team will answer all questions asked by pupils. Ask It baskets will be used to support children in answering confidential questions.

Some questions that arise during these lessons may relate to sensitive or controversial topics. These may relate to personal experience or involvement by children, of illegal activity or other doubtful, dubious or harmful activity. In this instance the facilitator may answer the question separately from the rest of the class. Any questions of this nature will be reported to school staff directly and followed up in writing (please see Causes for Concern and Disclosures section below).

Teaching staff will be familiar with the content and resources of the GUS programme through a teacher session and shadow training, therefore should be equipped to answer questions resulting from the GUS sessions. Should questions of concern arise that teaching staff are uncertain how to answer, support can be sought from the RSE/PSHE Lead or BigTalk Education in order to give an age-appropriate answer.

3. Parental/Carer Engagement

As part of the GUS programme, the team from BigTalk Education hosts an annual consultation meeting with parents/carers and staff to share the resources that will be used with the children. Within this setting parents and carers are given support to help them talk with their children about such topics as keeping safe, puberty, reproduction etc. The parents and carers are also provided with additional information leaflets. This meeting may be attended by governors as well as any auxiliary/support staff working within the school.

Pupils will be encouraged to speak to their parents/carers about what they have learnt and to continue the learning at home. Parents/carers will be informed of this at the consultation session and be asked to speak to their children about their family values and beliefs.

a) Withdrawal Procedure

As school is legally obligated to provide pupils with Relationship Education (RE), parents do not have a right to withdraw their children from RE lessons.

In school Years 4, 5 and 6 our school chooses to teach RSE; this subject (in conjunction with the national curriculum for science) provides pupils with factual age-appropriate information on reproduction. Parents have the right to withdraw their child from the sex education element of RSE only, but not the reproduction elements of the National Curriculum for Science. To do this, parents should attend the annual RSE Parents Session jointly hosted by school and our RSE specialist providers BigTalk Education. Once parents have reviewed the resources used to teach children about reproduction at the parents' session, if they still wish to withdraw their child, we will invite the parent into school to meet with the head teacher and RSE Lead. We will emphasise the benefit of receiving this important education and any detrimental effects that withdrawal might have on the child. If the parent still wishes to withdraw their child from the lessons, we will respect the parents request, however will ask for them to write a letter to the head teacher. We will provide an appropriate, purposeful education for the child during the period of withdrawal.

4. Confidentiality

All governors, all teachers, all support staff and all parents must be made aware of this policy, particularly how it relates to issues of privacy and confidentiality.

Teachers should explain to pupils that they cannot offer unconditional confidentiality, in all matters. For example, they must report those which are illegal or abusive to others (eg parents, headteacher etc.) but the pupil will always be informed first.

5. Causes for Concern and Disclosures

All BigTalk Education staff have up to date enhanced DBS checks. BigTalk Education have a statutory duty to report any causes for concerns or disclosures received from children in school. These will be fed back immediately to staff in school face to face and followed up in writing to school detailing the action taken on the day. If a child was ever to accuse or implicate a member of school staff, then BigTalk would liaise directly with the local duty social worker.

Where a teacher suspects that a child or young person is a victim of or at risk from abuse, they are required to follow the school's safeguarding policy and immediately inform the designated member of staff responsible. Our school designed safeguarding lead is Natalie Smyth.

6. Monitoring and Evaluation

Feedback and suggestions from staff and parents on BigTalk Education's provision as well as their pre and post training confidence in RSE will be gathered by BigTalk Education and returned to school to aid the review process.

Questions asked during lessons in Year 4, 5 and 6 will be collected and kept for reference by BigTalk Education to ensure pupils' needs are being met. A list of the questions will be produced by BigTalk Education and sent to school as part of the evidence package. These will be analysed by the PSHE lead and the information shared to all teachers and SLT to inform future planning and class discussions.

7. School Roles Relating to RSE

a) Governors

Governors are responsible for;

- Establishing the RSE Policy, in consultation with teachers and parents
- Ensuring this policy is made available to parents
- Ensuring this policy is in line with other school policies, eg SEN, Safeguarding etc.
- Ensuring that parents know the statutory parts of the curriculum and which parts they have the right of withdrawal from
- Establishing a link governor to share in the monitoring and evaluation of the programme
- Ensuring that the policy provides proper and adequate coverage of the relevant National Curriculum Science topics and the setting of RSE within PSHE

b) The Headteacher

The Headteacher takes overall delegated responsibility for the implementation of this policy and for liaison with the Governing Body, parents, appropriate agencies and the Local Education Authority.

c) PSHE/RSE Coordinator

The coordinator, along with the Headteacher, has general responsibility for supporting other members of staff in the implementation of this policy and will provide a lead in the dissemination of the information relating to RSE.

d) All Staff

Our approach to RSE is that of a Whole School Approach. Appropriate training will be given for all staff teaching RSE. All staff members (including TAs and lunchtime supervisors) will be encouraged to take part in the staff GUS session and wherever possible observe delivery to the children in one of the classes.

8. Additional Policy Information

a) Policy Production & Review

This policy was written in conjunction with BigTalk Education Ltd., a social enterprise who work with schools across England supporting in the delivery of RE and RSE, curriculum and policy guidance. BigTalk Education review curriculum on an annual basis to ensure that any new developments in international RSE best practice, emerging risks or other safeguarding dangers are reflected in the education provided to children to keep them safe, healthy and happy. Full details of current curriculum can be viewed at <https://www.bigtalkeducation.co.uk/rse-information-and-support-for-schools/rse-curriculum>

This policy will be reviewed by school annually.

b) Linked Policies

This policy is linked to the Safeguarding policy, Anti-Bullying Policy, Behaviour Policy and the PSHE policy.