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This policy has been approved following consultation with parents/carers and students.

Summary of Changes from Previous Version

Version	Date	Author	Note/Summary of Revisions
V2	December 2022	Exec	Full re-write

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1. AIMS AND OBJECTIVES

AIMS

To contribute to promoting the spiritual, moral, cultural, emotional and physical development of students at the MLT Academies and to prepare students for opportunities, responsibilities and experiences of adult life.

OBJECTIVES

- Provide a framework in which sensitive discussions can take place
- Impart an understanding of sexual development and the importance of health and hygiene
- Help students develop feelings of self-respect, confidence and empathy
- Create a positive culture around issues of sexuality and relationships
- Teach students the correct vocabulary to describe themselves and their bodies
- Impart an expectation of nurture, love, security and stability within family relationships
- Enable students to understand what constitutes caring and respectful friendships where trust
 can be fostered and understand what constitutes bullying. To further understand by
 secondary school those behaviours which are coercive, controlling and abusive as well as
 sexual harassment and sexual violence
- Develop students' ability to keep themselves safe both on and offline, and to manage online relationships
- Ensure that students understand the characteristics and nuances of intimate sexual relationships including sexual health
- Provide a comprehensive health education which focuses on all aspects of health including mental wellbeing, internet safety and harm, physical health and fitness, healthy eating, drugs, alcohol and tobacco, health and prevention, basic first aid and the changing adolescent body.

2 STATUTORY REQUIREMENTS

As a Secondary Academy, we must provide RSE to all students under section 34 of the <u>Children and Social Work Act 2017.</u>

In teaching RSE, we're required by our funding agreements to have regard to <u>guidance</u> issued by the secretary of state, as outlined in section 403 of the <u>Education Act 1996</u>.

We also have regard to legal duties set out in:

- Sections 406 and 407 of the Education Act 1996
- Part 6, chapter 1 of the Equality Act 2010
- The Public Sector Equality Duty (as set out in section 149 of the Equality Act 2010). This duty
 requires public bodies to have due regard to the need to eliminate discrimination, advance
 equality of opportunity and foster good relations between different people when carrying
 out their activities.

At Maltby Academy, we teach RSE as set out in this policy.

3. POLICY DEVELOPMENT

This policy has been developed in consultation with staff, students and parents/carers. The consultation and policy development process involved the following steps:

- 1. Review a member of staff or working group pulled together all relevant information including relevant national and local guidance
- 2. Staff consultation all school staff were given the opportunity to look at the policy and make recommendations
- 3. Parent/carer/stakeholder consultation parents/carers and any interested parties were invited to attend a meeting about the policy
- 4. Student consultation we investigated what exactly students want from their RSE
- 5. Ratification once amendments were made, the policy was shared with the Chief Executive Officer and ratified.

As part of effective RSE provision, this policy will be reviewed every 2 years to ensure that it continues to meet the needs of students, staff and parents/carers and that it is in line with current Department for Education advice and guidance.

4. DEFINITION

The Department for Education (DfE) defines Sex and Relationships Education (SRE) as: 'Learning about the emotional, social and physical aspects of growing up, relationships, sex, human sexuality and sexual health. Some aspects are taught in science, and others are taught as part of Personal, Social, Health and Economic education (PSHE).'

5. ROLES AND RESPONSIBILITIES

EXECUTIVE LEADERS

To review the RSHE policy every 2 years to ensure that it meets the needs of all members of the Academy's community.

SENIOR LEADERSHIP TEAM

To ensure that all staff are familiar with the Academy's policy and guidance relating to sex education and up to date with any changes.

To communicate freely with staff, parents/carers and the Local Governance Committee to ensure that everyone understands the policy and curriculum for sex education, and that any concerns or opinions regarding provision are listened to, taken into account and acted on as is appropriate.

SUBJECT LEADER

To ensure that sex education is age-relevant and appropriate across all year groups.

To ensure that the knowledge and information regarding RSHE, to which all students are entitled, is provided in a comprehensive way.

To provide support to staff members who feel uncomfortable or ill-equipped to deal with the delivery of sex education to students.

To provide information and guidance to parents and carers, as requested.

TEACHERS

To ensure the teaching team of staff are up to date with the Academy's policy and the curriculum requirements regarding sex education. Any areas that they feel are not covered or inadequately provided for should be reported back to Subject Leader of Life Skills.

To attend and engage with relevant safeguarding training.

To encourage students to communicate concerns regarding their social, personal and emotional development in confidence, listen to their needs and support them seriously. If a student comes to a member of staff with an issue that that member of staff feels they are not able to deal with alone, they should follow college policy and take this concern to the Safeguarding Leads.

To ensure that their personal beliefs and attitudes do not prevent them from providing balanced RSHE activities to students.

To tailor their lessons to suit all students in their class, across the whole range of abilities, including those students with special educational needs.

STUDENTS

To be considerate of other people's feelings and beliefs. Students who regularly fail to follow these standards of behaviour will be dealt with under the Academy's Behaviour Policy.

To be encouraged and to feel comfortable enough to talk to a member of staff regarding any concerns they have relating to sex education. Staff must consult the Safeguarding Leads if there is a child protection concern, or they feel ill-equipped to deal with the issue at hand.

To provide feedback on the Academy's RSHE provision. Opinions on provision and comments will be reviewed and taken into consideration when the curriculum is prepared for the following year's students. In this way, the Academy hopes to provide students with the education they need on topics they want to learn about.

PARENTS AND CARERS

Maltby Learning Trust believes that Relationships and Sexual Health Education is the right of every young person and encourages active participation and involvement in the curriculum. Their role is to:

To share responsibility for sex education and support their children's personal, social and

emotional development.

- To be encouraged to create an open home environment where students can engage, discuss and continue to learn about matters that have been raised through RSHE activities.
- To be vigilant and responsive to concerns relating to inappropriate material available or viewed on-line.
- To be encouraged to seek additional support in this from the Academy where they feel it is needed

6. PLANNING AND DELIVERY

The RSHE within the Maltby Learning Trust Academies is firmly embedded in the PSHE framework and will help children and young people learn to respect themselves and others, and move with confidence from childhood, through puberty and into adolescence.

RSHE is taught by classroom teachers (and HLTA's in Primaries where specialist training has been received), sometimes supported by classroom assistants/support staff and occasionally the school nurse and other guest speakers as appropriate. It is our experience that certain subjects are better received when delivered by an expert or experienced health professionals (such as the school nurse) who can challenge students' knowledge and perceptions. A teacher is always present during these lessons for any follow up required. Please see **Appendix 1** for a summary of work delivered and resources used in each Key Stage. In Secondary Academies RSHE is delivered through the 'Life Skills Curriculum IN Year 7 - 11. The Life Skills Curriculum is planned around three core themes: Health and Wellbeing, Relationships and Living in the Wider World.

It is recognised that some staff may find it uncomfortable to deliver RSHE and may lack confidence when delivering sensitive issues. If this is the case, every effort will be made to provide support, either with resource materials, training or in the classroom. Staff in each Academy have expertise in this area and staff in some Academies have the PSHE CPD qualification and are available to support, train and offer advice. However, it should be recognised that the issues dealt with in this policy go far beyond the explanation of 'growing up' and as such are taught in every area of the curriculum – all staff should have an awareness of how to raise awareness of the key issues discussed here.

It is recognised that there may be occasions when it is felt more appropriate to deliver aspects of the work in single gender groups. The same curricular content will be delivered to both boys and girls when this occurs.

A variety of teaching strategies are used in this area of the curriculum. This includes, group work, discussion, pair work, role-play, individual work, reflection, circle time, film clips, use of children's fiction books, etc.

It is important for staff teaching this area of the curriculum to make good use of the teaching strategies suggested in the DfE statutory guidance document 'Relationships Education, Relationships and Sex Education (RSE) and Health Education '(2020).

RSHE is monitored through inspection of teachers' short-term planning and learning walks and it is evaluated through discussion with teachers, parents/carers and students, and end of unit evaluation sheets.

This area of the curriculum is constantly under review as a result of feedback from students and staff involved in the teaching.

There is recognition within each MLT Academy that there are different values, arising not only from religion, but also from social circumstances and upbringing. Teachers need to be sensitive to these issues and take into account a variety of different value bases when planning and delivering this programme of work.

WIDER CURRICULUM

RSHE is also delivered through elements of the wider curriculum (Y7-11). Biological aspects of RSHE are taught within the Science curriculum; moral issues relating to marriage, faithfulness, sexuality, fertility treatments, domestic abuse and divorce are considered in RS lessons; online protection issues are explored through Computing lessons; and in Y10-11 students refresh their knowledge about consent law, contraception and sexual health, again through RS lessons.

TUTOR TIME PROVISION

The Academy's Y7-11 programme of tutor provision including the tutor programme, Votes for Schools, Character Education and assemblies also enhance the RSHE provision. Issues relating to pressure, consent, the effects of alcohol and illegal drugs are just some of those explored through this curriculum. Provision is made for students to discuss issues raised in smaller groups.

GUEST SPEAKERS/TEACHERS

We also invite guest speakers to talk on issues related to sex and relationships. It is our experience that certain subjects are better received when delivered by an expert or experienced health professionals (such as NHS commissioned professions and the school nurse teams) who can challenge students' knowledge and perceptions. A teacher is always present during these lessons.

7 LISE OF EXTERNAL ORGANISATIONS AND MATERIALS

We will make sure that an agency and any materials used are appropriate and in line with our legal duties around political impartiality.

The Academy remains responsible for what is said to students. This includes making sure that any speakers, tools and resources used do not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

We will:

 Make appropriate checks and engage with external agencies to make sure that their approach to teaching about RSE is balanced, and it and the resources they intend to use:

- Are age-appropriate
- Are in line with students' developmental stage
- Comply with:
 - This policy
 - The <u>Teachers' Standards</u>
 - The Equality Act 2010
 - The <u>Human Rights Act 1998</u>
 - The Education Act 1996
- Only work with external agencies where we have full confidence in the agency, its approach and the resources it uses
- Make sure that any speakers and resources meet the intended outcome of the relevant part of the curriculum
- Review any case study materials and look for feedback from other people the agency has worked with
- Be clear on:
 - What they're going to say
 - Their position on the issues to be discussed.
- Ask to see in advance any materials that the agency may use
- Know the named individuals who will be there, and follow our usual safeguarding procedures for these people
- Conduct a basic online search and address anything that may be of concern to us, or to parents and carers
- Check the agency's protocol for taking pictures or using any personal data they might get from a session
- Remind teachers that they can say "no" or, in extreme cases, stop a session
- Make sure that the teacher is in the room during any sessions with external speakers.

We won't, under any circumstances:

- Work with external agencies that take or promote extreme political positions
- Use materials produced by such agencies, even if the material itself is not extreme.

8. VALUES FRAMEWORK

RSHE is supported by each Academy's wider curriculum for Personal, Social and Health Education. In this way each Academy can ensure that students:

- receive their RSHE in the wider context of relationships
- are prepared for the opportunities, responsibilities and experiences of adult life.

MLT believes that RSHE:

• is an integral part of a lifelong learning process, beginning in early childhood and continuing into adult life

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- is an entitlement for all students irrespective of gender, sexuality, ethnicity, special needs, culture, faith or religious tradition
- should foster self-esteem, self-awareness, a sense of moral responsibility, and the confidence and ability to resist unwanted sexual experience, exploitation and abuse
- should be mindful of student's earlier experiences
- should provide consistent messages
- should be continuous and progressive
- should provide opportunity for discussion and clarification around values and attitudes
- should provide accurate, unbiased information.

Teachers and all those contributing to RSHE must work within this agreed values framework, which is in line with current legislation and Government guidance, irrespective of their personal feelings and beliefs.

The underlying values which underpin the whole of this work are based on respect for others, the development of positive relationships, and personal choice. The right of children and young people to have balanced, factual information and the need to have an opportunity to discuss issues in a safe and supportive environment are the cornerstones to the programme.

It is hoped that curriculum will promote self-esteem and emotional well-being and will help students to form and maintain worthwhile and satisfying relationships both on and offline, based on respect for themselves and for others, at home, school, work and in the community.

It will meet the needs of everyone; boys as well as girls, those with physical, learning or emotional disabilities, those with a religious or faith tradition, whatever their culture and whatever their developing sexuality.

RSHE is delivered in a safe, supportive environment where students feel able to discuss sensitive issues in an honest, open forum. When dealing with questions teachers should establish clear parameters of what is appropriate and inappropriate in a whole class setting. Questions which students ask will be answered honestly and openly in line with the Academy's aim of giving knowledge and information appropriate to the developmental age of the pupil, and in line with 'Relationships Education, Relationships and Sex Education (RSE) and Health Education '(2020). (See Section 8 – Guidance for teachers).

9 GUIDANCE FOR TEACHERS (IN LIGHT OF DEF GUIDANCE 0.1.1.6./2000)

Each Academy must make sure that the needs of all students are met. Children and young people, whatever their developing sexuality, need to feel that RSHE is relevant to them and sensitive to their needs. Teachers can and should deal honestly and sensitively with sexual orientation, answer appropriate questions and offer support.

The issue of sexual orientation is one that will feature in discussions about sexuality. When it does arise, teachers should deal with the subject honestly and sensitively, giving age-appropriate objective information, allowing balanced discussion, and challenging homophobic comments.

Teachers need to be aware that effective RSHE, which brings an understanding of what is and what is not acceptable in a relationship, can lead to disclosure of a child protection issue.

Disclosures from students may take place at any time. If the student is comfortable to disclose, this should not be discouraged – unless this is in a place/at a time which could make the young person vulnerable to breaking confidence (e.g. In front of a class). If this happens, the teacher should sensitively suggest the young person talks to them or refer to another adult. This MUST then happen, individually with the student, as soon as possible but definitely before the end of the Academy day. Staff should follow the Academy's child protection procedures, should this arise and record the disclosure on the cause for concern forms and immediately inform the Designated Safeguarding Lead or Deputy via the safeguarding@ email.

TEACHING STRATEGIES

A variety of teaching strategies should be used to enhance this area of work. These should include the early setting of ground rules, the use of distancing techniques, pre-arranged ways of dealing with questions and time for reflection. Use of such strategies will create a safe learning environment for staff and students alike.

There are 3 elements of good relationships, sex and health education and these are interdependent. They are:

- Values, attitudes and beliefs
- Personal and social skills
- Acquiring and understanding accurate, unbiased knowledge.

Knowledge alone will not promote sexual and emotional health and well-being. A proper consideration of values, attitudes and beliefs is closely related to the development of personal and social skills and to acquiring and understanding accurate information.

Within the context of talking about relationships, students will be taught about the nature and importance of marriage for family life and the bringing up of children but will understand that there are strong and mutually supportive relationships outside of marriage. They will have the opportunity to talk about feelings, values and attitudes, and will learn how to have respect for themselves and others, and how to understand and appreciate difference.

It is important that the personal beliefs and attitudes of teachers will not influence the teaching of RSHE within the Lifeskills framework (Secondary Academies) or primary curriculum. Teachers and all those contributing to RSHE must work within an agreed values framework as described in the academy's policy, which is in line with current legislation and government guidance.

It is acknowledged that RSHE deals with some very sensitive issues, but the following points are very important:

- Correct terminology should be used when naming body parts, whilst recognising that there are 'pet' or 'family' words that may be used at home.
- Both boys and girls will need to be prepared for puberty before the onset of puberty. (This may include issues such as wet dreams and menstruation).
- The issue of masturbation may arise. Appropriate questions will be answered honestly and openly, but whether this is in front of a class or on an individual basis will be decided dependent on the situation.

10. PARENTAL ENGAGEMENT

Maltby Learning Trust believes that Relationships and Sexual Health Education is the right of every student and encourages active participation and involvement in the curriculum.

Our expectations of parental engagement are:

- To share responsibility for sex education and support their children's personal, social and emotional development.
- To be encouraged to create an open home environment where students can engage, discuss and continue to learn about matters that have been raised through RSHE activities.
- To be vigilant and responsive to concerns relating to inappropriate material available or viewed on-line.
- To seek additional support in this from the Academy where they feel it is needed.

However, parents/carers do have the right to withdraw their child from some parts of the programme, excluding the DfE Science curriculum which includes human development, reproduction and healthy bodies. Any parent/carer wishing to exercise that right should initially contact the Principal of the Academy to discuss the matter. How provision will be made for their children will be negotiated on an individual basis, dependent on the needs of each child.

It is possible that the teaching of apparently unrelated topics will occasionally lead to a discussion of aspects of sexual behaviour outside of the 'taught' course. Provided that such discussion is relatively limited and set within the context of the subject concerned, it will not necessarily constitute part of 'sex and relationships education'.

In such a case, particularly where it involves students whose parents/carers have asked for them to be withdrawn, teachers will need to balance the need to give proper attention to relative issues.

11. RIGHT TO WITHDRAW

The Academy aims to keep parents/carers informed about all aspects of the RSHE curriculum and urges them to read this policy. They can request these directly from the Subject Leader of Lifeskills or contact the Student Achievement Leader for that year group in Secondary Academies or the Academy Principal or class teacher in Primary Academies. The Academy will do everything it can to ensure that parents/carers are comfortable with the education provided for their children; it is, however, their statutory right to be able to withdraw young people in their care from all aspects of sex education. This excludes withdrawal from the elements on human growth and reproduction which fall under the Science National Curriculum. In secondary education, parents/carers are not able to withdraw their child from any aspect of Relationships Education or Health Education.

Any parents/carers wishing to withdraw children in their care from sex education should contact the Principal (Primary School) or Lifeskills Subject Leader (Secondary School), who will discuss their concerns with them. Sex education is a vital part of the Academy's Lifeskills curriculum and of keeping children safe, and we urge parents/carers to carefully consider their decision before withdrawing children in their care from this aspect of their education. However, it is acknowledged that the final decision about the issue is for the parents/carers to take.

If permission to withdraw a child is granted by the Principal, the child can still choose to receive sex education if they would like to from three school terms before they turn 16.

Please note: The Science curriculum in all maintained schools also includes content on human development, including reproduction, which there is no right to withdraw from.

It is possible that the teaching of apparently unrelated topics will occasionally lead to a discussion of aspects of sexual behaviour outside of the 'taught' course. Provided that such discussion is relatively limited and set within the context of the subject concerned, it will not necessarily constitute part of 'sex and relationships education'.

In such a case, particularly where it involves students whose parents/carers have asked for them to be withdrawn, teachers will need to balance the need to give proper attention to relative issues.

12. TRAINING

Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development calendar.

The Principal will also invite visitors from outside the Academy, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSE.

13. MONITORING

The delivery of RSE is monitored by the Principal through a robust series of quality assurance activities, including curriculum deep dives, line management meetings, learning walks and work scrutinises.

Students' development in RSE is monitored by class teachers as part of our internal assessment systems.

This policy will be reviewed by the Executive Leadership Team every two years. At every review, the policy will be approved by the Chief Executive Officer.

14. GUIDANCE DOCUMENTS:

Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory guidance for governing bodies, proprietors, head teachers, principals, senior leadership teams, teachers.

Understanding Relationships and Health Education in your child's **Primary** school: a guide for parents/carers

<u>Understanding Relationships, Sex and Health Education – a guide for primary school parents</u> (publishing.service.gov.uk)

Understanding Relationships and Health Education in your child's **Secondary** school: a guide for parents/carers

<u>Understanding Relationships, Sex and Health Education - a guide for secondary school parents</u> (<u>publishing.service.gov.uk</u>)

PSHE Association Programme of Study for PSHE Education Key Stages 1-5 www.pshe-association.org.uk

Equality Act 2010. (To ensure SRE is taught in the context of current relevant legislation)

SRE for the 21st Century - FINAL.pdf.pdf (pshe-association.org.uk)

'Working in Partnership – Visitors Policy', South Yorkshire Healthy Schools.

<u>Home | sexeducationforum.org.uk</u>

APPENDIX 1 – THE TAUGHT CURRICULUM SECONDARY PHASE

OVERVIEW OF THE RSHE CURRICULUM

Y7	UNIT TITLE	LESSONS AND CONTENT
HT1	Responsibility	 What is Life Skills? Rights and Responsibilities Child on Child Abuse Bullying
HT2	Community	 Bullying Mental Health Emotional Health Bereavement Cancer: Myths and Facts
НТ3	Responsibility	Healthy EatingManaging PubertyHygiene and Reproduction
HT4	Community	 Safety in the Home CCE, Gun Crime and Lockdown Procedures Smoking, Drugs and Alcohol
HT5	Resilience	Healthy RelationshipsManaging EmotionsOnline Relationships and Safety
HT6	Responsibility	 Sexual Bullying Road and Rail Safety Safety in the Community and Anti-Social Behaviour The Big Community Project

Y8	UNIT TITLE	LESSONS AND CONTENT
HT1	Community	 First Aid Peer on Peer Abuse Bullying Substance Misuse
HT2	Responsibility	 Substance Misuse Alcohol and Society Peer Pressure, Gangs and County Lines Crime and Punishment
НТ3	Resilience	 Health and Fitness Body Image Mental Health Emotional Health
HT4	Aspiration	 Careers Political Awareness and British Values Freedom of Speech Democracy
HT5	Community	 Gender Identity Sexuality Respect, Love and Relationships
HT6	Community	 Sexting and Online Safety Grooming and CSE Safety in the Community and Anti-Social Behaviour The Big Community Project

Υ9	UNIT TITLE	LESSONS AND CONTENT
HT1	Resilience and Responsibility	 Managing Stress and Mental Wellbeing Body Image Relationships, Honour Based Violence and Self Respect Self-Awareness
HT2	Responsibility	 Self-Awareness Male Contraception Female Contraception STIs
НТ3	Aspiration	Investigating CareersEmployability SkillsStereotyping in Careers
HT4	Community	 Anti-Bullying Gender Identity: Respect and Tolerance Sexuality (LGBTQ+)
HT5	Responsibility	Positive Online RelationshipsSubstance and Alcohol MisuseGrooming and CSE
HT6	Community	 CCE and County Lines Risks of Cosmetic and Aesthetic Procedures Safety in the Community and Anti-Social Behaviour The Big Community Project

Y10	UNIT TITLE	LESSONS AND CONTENT
HT1	Responsibility	 Parenting Positive Role Models Online Relationships and Social Media Contraception and STIs
HT2	Community	 Contraception and STIs Gender and the Equality Act Roles of Men and Women in Christianity Roles of Men and Women in Islam
НТ3	Community	 Religion, Contraception, Marriage and FGM Religion and Divorce Religion and Gender Identity
HT4	Responsibility	 Online Reputations and Relationships Harassment and Stalking Peer Pressure, Gangs and County Lines
HT5	Responsibility	 CCE and CSE Extremism and Radicalisation Fertility, Pregnancy and Miscarriage
НТ6	Community	 Abortion Mental Health in Young Men Safety in the Community and Anti-Social Behaviour The Big Community Project

Y11	UNIT TITLE	LESSONS AND CONTENT
HT1	Community	Drugs, Alcohol and TobaccoMental Health
HT2	Aspiration	 Careers
HT3	Responsibility	 Relationships and Consent
HT4	Responsibility	Sexual Health
HT5	Resilience	 Exam Stress and Pressures

Y12	UNIT TITLE	LESSONS AND CONTENT
HT1	Responsibility	 Day in the Life of Y12 Study Techniques Vespa 1 Budgeting and Finances
HT2	Responsibility	 Budgeting and Finances Virtual Work Experience Healthy and Toxic Relationships Basic Sign Language
НТ3	Aspiration	Life as an AdultFinance, Accounts and CardsApprenticeships
HT4	Aspiration & Responsibility	Vespa 2Planning for Work ExperienceBasic First Aid
HT5	Responsibility	Basic First AidConsent and ContraceptionHome Economics
HT6	Aspiration	Introduction to UCASWork Experience

Y13	UNIT TITLE	LESSONS AND CONTENT
HT1	Aspiration	• UCAS
HT2	Aspiration	UCASThe Law
НТ3	Aspiration & Responsibility	UCASStudent FinanceSexual Health
HT4	Responsibility	Driver AwarenessFirst Aid
HT5	Resilience	Exam Stress and Pressures