

Sex and Relationship Education Policy

Policy Creation and Review	
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Ratified by Governing Body	
Next Review Date	8 th March 2020

We at Odessa Infant 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.'

In this school SRE is part of PSED in the Early Years and is part of the personal, social and health education curriculum. Under no circumstances 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 School Council and 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)
- Sex and Relationships Education for the 21st Century

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 the moral framework emphasising stable relationships and family life.
- To encourage pupils to develop a positive attitude to all body functions
- To help pupils recognise peer and social pressure and boost self-esteem.
- To help children understand that they have rights over their bodies.

Responsibility for the Policy and Procedure

The Local 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 Head teacher 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;
 - 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 regularly;
 - Ensure all policies are made available to parents;
 - Nominate a link governor to visit the school regularly, to liaise with the Head teacher 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 PSHCE 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 (ELT) will:

- Lead the development of this policy throughout the school;
- Work closely with the Head teacher 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 Head teacher and the DHT;
- 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:

Pupils will discuss improvements to this policy during the school year.

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
- Extended Leaderships (ELT) 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

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 Head teacher reports to the Governing Body;
- Information displays in the main school entrance

Training

Odessa Infant School will provide opportunities for all employees to have access to the information, instruction, supervision and training required to enable them to discharge their responsibilities.

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. As such, 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 and the Headteacher.