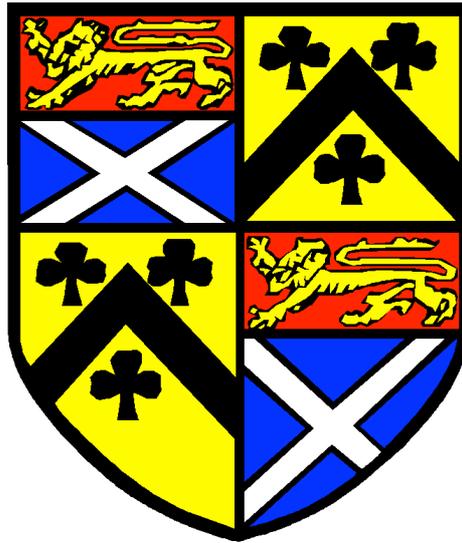


The Rochester Grammar Sex & Relationship Education (SRE) Policy



DRAFT for submission to Governors 2008 **Support, Encouragement and Achievement.**

This will be evident because :

- Students will support each other and be motivated to learn and to achieve.
- Staff will provide the learning environment, the support and the personal challenge through which each student can excel.
- Parents will support the school ethos and fully contribute to the life of the school.
- Governors will be critical champions of the school

Review date: 2011

Ethos:

The SRE policy at The Rochester Grammar School is a statement of good practice. This alongside the PSHE, Science and Religious Education curriculum ensures that the students are educated within this area of their lives/development.

This policy was written taking into account The Kirkland Rowland Report that was a consultation of parents and students and an overall Ofsted SRE inspection of schools across the UK (See Appendix One). Together with these opinions and consultations with SLT the policy was drafted.

The recent Kirkland Rowland Report (2008) revealed that the pupil perception of SRE had generally improved. In the survey the statistics rose by a significant 7.4% from the previous report. Similarly parental perception also increased by 3.4%.

This policy takes full account of the school's legal obligations and the latest DfES guidance 'Sex and Relationship Education Guidance' (DfES 0116/2000).

The term *sex and relationships education* – SRE – is used in this policy rather than *sex education*. This is to stress that our approach goes beyond provision of biological information to also focus on clarifying attitudes and values, and developing self esteem and the skills to manage relationships.

According to the latest DfES guidance SRE is:

“...lifelong learning about physical, moral and emotional development. It is about the understanding of 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 sexual health.” DfES ‘Sex and Relationship Guidance.’ (2000).

The needs of young people and the role of schools.

The overall aims of the school and National curriculum are:

- To provide opportunities for all pupils to learn and to achieve.
- To promote pupil's spiritual, moral, social and cultural development and prepare all pupils for the opportunities, responsibilities and experiences of life.

The DfES 'Sex and Relationship Guidance' (2000) recommends that 'Effective sex and relationship education is essential if young people are to make responsible and well informed decisions about their lives'. The school has a key role, in partnership with parents/carers, in providing SRE.

Research has shown that young people who feel good about themselves, and are knowledgeable and confident about sex and relationships, are more likely to be more discerning in their relationships and sexual behaviours and to have fulfilling relationships.

“Research demonstrates that good, comprehensive sex and relationship education does not make young people more likely to enter into sexual activity. Indeed it can help them learn the reasons for, and the benefits to be gained from, delaying such activity.” DfES ‘Sex and Relationship Guidance’ (2000).

The guidance suggests that SRE should have three main elements as follows:

Knowledge and understanding:

- Learning and understanding physical development at appropriate stages.
- Understanding human sexuality, sexual health, emotions and relationships.

Attitudes and values:

- Learning the importance of values and individual conscience and moral considerations.
- Learning the value of family life, marriage and stable and loving relationships for the nurture of children.
- Learning the value of respect, love and care.
- Exploring, considering and understanding moral dilemmas.
- Developing critical thinking as part of decision making.

Personal and social skills:

- Learning to manage emotions and relationships confidently and sensitively.
- Developing self respect and empathy for others.
- Learning to make choices based on an understanding of difference and with an absence of prejudice.
- Developing an appreciation of the consequences of choices made.
- Managing conflict.
- Learning how to recognise and avoid exploitation and abuse.

The Rochester Grammar Schools approach to SRE consists of:

- The taught National Curriculum Science Programme of Study.
- SRE modules within each Key Stage delivered within a planned PSHE programme.
- Pastoral support for pupils who experience difficulties.
- Provision of appropriate information through leaflets and books in the library and display of posters.
- The taught National Curriculum Religious Education Programme of Study.

The SRE programme will be delivered as part of the school's approach to PSHE and Citizenship.

Aims of the programme.

The overall aims of the SRE programme are:

- To provide accurate information about, and understanding of, SRE issues.
- To dispel myths.
- To explore a range of attitudes towards SRE issues and to help pupils to reach their own informed views and choices for a healthier lifestyle.
- To develop respect and care for others.
- To increase pupils' self esteem.
- To develop skills relevant to effective management of relationships and sexual situations. Examples include communication with and empathy towards others, risk assessment, assertiveness, conflict management, decision making, seeking help and helping others.

- To contribute to a reduction in local and national pregnancy, sexually transmitted infections and abortion rates.

The main SRE programme will be delivered through PSHE lessons. In addition certain biological aspects are delivered through Science lessons and other aspects of SRE arise in Religious Education.

(See Appendix TWO for the current headings for the Programme).

Morals and Values Framework.

Our approach to SRE will be conducted within a clear morals and values framework based on the following principles:

- The value of stable and loving relationships.
- Respect, understanding and empathy towards others who may have different backgrounds, cultures, sexuality, feelings and views.
- The development of relationships, including sexual relationships, based on mutual consent, rather than coercion.
- The right not to be abused by other people or be taken advantage of.
- The right of people to follow their own sexuality, within legal parameters.

We also believe that pupils have an entitlement to:

- Age and circumstance appropriate SRE.
- Access to help from trusted adults and helping services.

SRE involves consideration of a number of sensitive issues about which different people may hold strong and varying views. The school's approach to SRE will be balanced and take account of, and be sensitive to, different viewpoints but will not be based on personal bias. We shall endeavour to have an approach that is educational, rather than one based on propaganda.

A Whole School Approach.

A whole school approach will be adopted to SRE that actively involves the whole school community. All groups who make up the school community have rights and responsibilities regarding SRE. In particular:

- **The senior management team (SMT)** will endeavour to support the provision and development of SRE in line with this policy by providing leadership and adequate resourcing.
- **The designated SRE co-ordinator Kate Millar/Alix Lee** will maintain an overview of SRE provision and have overall responsibility for its development. This will include keeping up to date with developments and good practice, developing the provision to meet student's needs, providing support and resources for staff, arranging staff training, liaison with outside agencies and monitoring and evaluation.
- **Teaching staff.** All teachers are involved in the school's SRE provision. Some SRE is taught through the PSHE programme, science and R.E. All teachers play an important pastoral role by offering support to pupils. (Any teacher can be approached by a student who experiences a difficulty regarding sex or relationships issues). Teachers will be consulted about the school's approach to SRE and aided in their work by

provision of resources, background information, support and advice from experienced members of staff and access to appropriate training.

- **Non-teaching staff** may be involved in a supportive role in some SRE lessons and also play an important, informal pastoral support role with pupils. They will have access to information about the SRE programme and supported in their pastoral role.
- **Governors** have responsibilities for school policies. They will be consulted about the SRE provision and policy and have regular reports at Governor's meetings.
- **Parents/carers** have a legal right to view this policy and to have information about the school's SRE provision. They also have a legal right to withdraw their children from dedicated sex education lessons if they wish. The school will seek and take account of parent/carer views and endeavour to adopt a partnership approach with parents/carers. This will periodically include information/education workshops for parents/carers. The school's approach to SRE will encourage dialogue between parents/carers and their children.
- **The school nurse** can play a key role in supporting the teacher in SRE both in terms of advice, input into lessons, provision of pastoral support for pupils and resources. The school will work in ongoing consultation and partnership with the school nurse.
- **Outside agencies and speakers** may be involved in inputting to SRE lessons. The school will only work with agencies and speakers who are appropriate to pupil needs. We shall work in partnership with them and jointly plan their work within the school.
- **Pupils** have an entitlement to age and circumstance appropriate SRE and to pastoral support. They will be actively consulted about their SRE needs and their views will be central to developing the provision.
- **Child protection legislation** is always abided. The officers are Helen Britten, Kate Millar and Denise Shepherd. All staff are regularly update on new policies/changes to the document. CPD training is regularly on offer to ensure all staff have up to date knowledge of this topic. All staff are provided with DCSF document "Guidance on Safer Working Practice for Adults who work with Children and Young People".

Monitoring, evaluation and assessment.

The programme is regularly evaluated by the SRE co-ordinator. The views of students and teachers who deliver the programme are used to make changes and improvements to the programme on an ongoing basis.

Monitoring and evaluation can be informed by the Ofsted Framework for the Inspection of Schools. Whilst it is difficult and often inappropriate to assess attitudes and students' personal lifestyle choices, much of the SRE programme of study is capable of formal assessment, particularly the knowledgeable components.

Ground rules and distancing techniques.

Teachers are careful to ensure that their personal beliefs and attitudes do not influence the teaching of sex and relationships. To this end ground rules have been agreed to provide a common values framework within which to teach. There are clear parameters as to what will be taught in whole class setting and what will be dealt with on an individual basis.

- Pupils will be given preparation so that they will know how to minimise any embarrassment they feel.
- No one (teacher or pupil) should be expected to answer a personal question.
- No one will be forced to take part in a discussion.

- Only the correct names for body parts will be used.
- Meanings of words will be explained in a sensible and factual way.

Answering difficult questions.

Sometimes an individual child will ask an explicit or difficult question in the classroom. Questions do not have to be answered and can be addressed later. This school believes that individual teachers must use their skill and discretion in these situations and refer to the PSHE/Citizenship Co-ordinator concerned.

Dealing with questions.

- Teachers should establish clear parameters about what is appropriate and inappropriate in a whole-class setting.
- Teachers should set the tone by speaking in a matter-of-fact way and ensuring that pupils discuss issues in a way which does not encourage giggling and silliness.
- Pupils should be encouraged to write down questions anonymously and post them in a question box; the teacher will have time to prepare answers to all questions before the next session, and will choose not to respond to any questions which are inappropriate.
- If a verbal question is too personal the teacher should remind the pupils of the ground rules.
- If a question is too explicit, feels too old for a pupil, is inappropriate for the whole class, or raises concerns about sexual abuse, the teacher should acknowledge it and promise to attend to it later on an individual basis.
- Teachers should not be drawn into providing more information than is appropriate to the age of the child.
- Pupils must not be given the impression that teenagers inevitably have sex, the view that sex should be between two people who are mature enough to make informed decisions should be emphasised.
- If a teacher is concerned that a pupil is at risk of sexual abuse the Headteacher should be informed and the usual child protection procedures followed.

Legal obligations.

Maintained primary schools in England and Wales have a legal responsibility to provide a 'sex education' programme. They also have a responsibility to keep an up to date written statement of the policy they choose to adopt and this must be available to parents. Parents have a right to withdraw their children from 'sex education' lessons which fall outside those aspects covered in the National Curriculum Science.

Parental concerns and withdrawal of students.

Parents have a legal right to withdraw their children from dedicated 'sex education' lessons. They do not have a right to withdraw their children from those aspects of SRE that are taught in National Curriculum Science or where SRE issues arise incidentally in other subject areas.

We will work in active partnership with parents/carers, value their views and keep them informed about our SRE provision. If a parent/carer has any concerns about the SRE provision we will take time to address their concerns and allay any fears they may have. If any parents/carers decide to withdraw their child we shall work with them and their child to explore possible alternative provision.

Pastoral Support for Pupils who experience difficulties.

The school takes its role in the promotion of pupil wellbeing seriously. Staff will endeavour to make themselves approachable and to provide caring and sensitive support for pupils in a number of ways. Staff may be approached for help on an individual basis. They offer a listening ear and, where appropriate, information and advice. The school nurse offers a health and support service to pupils. Where appropriate, pupils are referred to the school nurse and/or outside helping agencies. The school will keep up to date about the development of local services and national help lines for young people and form working relationships with local agencies that are relevant to pupil needs.

Confidentiality and informing parents/carers.

We are aware that some parents find it hard to cope with their children's sexual development, and are happy for the school to take the initiative. We will take every opportunity to inform and involve parents and carers:

- By making our commitment clear in the school prospectus.
- By placing sex education on the agenda at the relevant governors' meeting.
- By inviting parents to discuss sex and relationships education when their child enters the school and when their child moves up from the primary to the secondary department.
- By discussing and agreeing a consistent approach for pupils to be used at home and school.
- By inviting parents to a meeting where resources are available, and their use explained.

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection procedures must be followed when any disclosures about abuse are made.

It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement about whether or not a third party needs to be informed. This judgement will be based upon:

- The seriousness of the situation and the degree of harm that the pupil may be experiencing.
- The pupil's age, maturity and competence to make their own decisions.

Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek the consent of the student to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/carer.

Dealing with bullying.

Bullying commonly includes inappropriate and hurtful comments and behaviours concerning sexism, homophobia, appearance and other sex/relationship issues. The school takes the issue of bullying very seriously in line with Pupil Support Circular 10/99 and DfES 'Don't Suffer in Silence' 2002. This is reflected in the school's anti-bullying policy. Staff will challenge and deal sensitively with any evidence of bullying. Pupils will be encouraged to report any incidents. Staff will endeavour to investigate any incidents of bullying as soon as possible

and give feedback to pupils who complain of bullying. The SRE and PSHE programmes will consider bullying and aim to discourage bullying based on sexism, homophobia, appearance and other sex/relationship issues.

From 2004 all schools are required to report and log all known incidents of bullying on school premises and to provide an annual summative report to the local authority. The reporting process and form is contained in the LEA 'An exemplar anti-bullying policy' (2004) with additional guidance contained in 'Anti-bullying guidance: background and support for schools, young people and parents' (2004). It is important that any form of harassment or hurtful comments of a sexual nature is seen within the context of the schools anti-bullying policy.

Inclusion.

“Mainstream schools and special schools have a duty to ensure that children with special educational needs and learning difficulties are properly included in sex and relationship education. Sex and relationship education should help all pupils understand their physical and emotional development and enable them to make positive decisions in their lives.” DfEE SRE Guidance July (2000).

Young people may have varying needs regarding SRE depending on their circumstances and background. The school strongly believes that all pupils should have access to SRE that is relevant to their particular needs. To achieve this the school's approach to SRE will take account of:

1. Ethnic and cultural diversity.

Different ethnic and cultural groups may have different attitudes to SRE. The school will consult pupils and parents/carers about their needs, take account of their views and promote respect for, and understanding of, the views of different ethnic and cultural groups.

2. Varying home backgrounds.

We recognise that our pupils may come from a variety of family situations and home backgrounds. We shall take care to ensure that there is no stigmatisation of children based on their home circumstances.

3. Sexuality.

On average, about 5% of our pupils will go on to define themselves as gay, lesbian or bi-sexual (GLB). Students may also have GLB parents/carers, brothers or sisters, other family members and/or friends. Our approach to SRE will include sensitive, honest and balanced consideration of sexuality. We shall actively tackle homophobic bullying.

4. Special educational needs.

We shall take account of the fact that some pupils may have learning, emotional or behavioural difficulties or physical disabilities that result in particular SRE needs.

5. The teaching programme for Sex and Relationship Education.

We intend that all pupils shall experience a programme of sex and relationships education at a level which is appropriate for their age and physical development, with adaptations for those whose cognitive development is particularly slow.

6. Contraceptive advice to older pupils.

Pupils will be taught, in the context of sexual intimacy and safer sex, that intercourse should always involve using a condom. Questions about forms of contraception will be answered accurately and honestly within the student's ability to understand. If pupils need further personal advice about contraceptive use, counselling and support will be sought from appropriate agencies and personnel.

National and local support and guidance for schools to develop SRE.

Rates of teenage pregnancy, abortion and sexually transmitted infection in the UK are among the highest of all European countries. The Government has developed a comprehensive strategy to change this situation and SRE for pupils in both primary and secondary schools is seen, alongside other initiatives, as a key element. Our school's approach to SRE is in line with the Government's strategy and guidance given to schools in DfEE 'Sex and Relationship Guidance' 2000.

At a local level support and guidance for schools to develop SRE includes:

- SRE training for teachers funded through the LEA.
- Medway Council – Zoe Barnett
- Advice and support for schools from expert LEA personnel.
- DfES/Department of health PSHE Certification for PSHE and Sex and Relationships.
- Learning Mentor – The Rochester Grammar School (Karen Wood)

Dissemination of the Policy.

Copies of this policy can be found in the Schools handbook and parents can obtain a copy of this from the school.

Policy Review and Development Plan.

The policy will be reviewed again in May 2010.

Sources of Further Information.

This policy has drawn on:

- DfES 'Sex and Relationship Education Guidance' (2000).
- *Diverse Communities: Identity and Teenage Pregnancy*, a resource for practitioners (Department of Health – September 2002)
- NHSS (2001) *Sex and Relationships Education*. National Healthy Schools Standard, London.
- Ofsted (2002) *Sex and Relationships*. Office for Standards in Education, London.
- Social Exclusion Unit (1999) *Teenage Pregnancy Strategy*. Social Exclusion Unit, London.

Further copies of this policy and other information about SRE can be obtained from (name the person), SRE co-ordinator.

Appendix ONE

Ofsted SRE Report 2002

Based on inspection of 140 schools and postal surveys of 1,000 schools (primary, secondary and special schools) and discussions with 650 young people in the U.K.

Main findings and recommendations:

- Quality of SRE policies is variable. Many schools need to update their policies in the light of the DfEE guidance.
- Schools need to set out clearly what pupils will have learned by the end of each key stage.
- The following are often insufficiently addressed and/or poorly taught: HIV and STIs, sexual health, education about parenthood, teaching about sexuality and combating homophobia, work on relationships in secondary schools.
- The media, especially teenage magazines, are important and should be used and addressed in school programmes.
- More needs to be done on attitudes/ values and skills rather than just knowledge and understanding. Pupils need more opportunities to debate, share views and explore contradictions and disagreements.
- Monitoring and evaluation, especially of the quality of teaching, is weak in most schools. More schools need to engage pupil's views in planning and evaluation.
- In secondary teaching at KS4 was better than at KS3. Nearly all poor teaching was by form tutors. SRE is best taught by specialist teachers.
- Many schools have effectively addressed concerns of parents and religious groups. Many parents (especially fathers) are reluctant to discuss SRE with their children and feel they lack the knowledge and skills. More advice and support is needed. When accessing support pupils are concerned about confidentiality.
- Support for pregnant school girls is very variable.
- Young people need better access to specialist professionals, including through centres on school sites.

Appendix Two.

Current Headings for the Programme.

Year 7	Science	Reproduction (Human reproduction and the physical and emotional changes of adolescence).
	Health (PSHE)	Talk from Karen Wood (Learning mentor – Nurse) about menstruation and sanitary protection. The talk includes various aspects of the reproduction process.
Year 9	PSHE	Input on health issues – particularly relating to misuse of drugs, eating disorders, HIV, AIDS, STI's and contraception.
Year 10	PSHE	Drugs.
	Religious Education	Who's life is it anyway? Christian teaching on contraception, relationships, morality and marriage.
Year 11	PSHE	HIV, AIDS, drugs, stress management, self image.
	Science	Sex hormones, menstrual cycle.
	Religious Education	The value of human life. Moral issues, self esteem, knowing yourself, valuing all forms of life.
Year 12 & 13	Core Studies	Issues such as HIV, AIDS, drugs abuse and contraception are discussed. Women's health issues such as cervical smears and breast examination. Outside agencies are involved in the delivery of these topics.