



Bishop Justus School Policies

Policy Title:	Relationships and Sex Education
LT Responsibility:	Head of School
Date:	November 2019
Review:	November 2021

CONTEXT

The Bishop Justus Church of England School Relationships and Sex Education Policy is underpinned by the following Christian beliefs:

- As Jesus commands us to love our neighbours (all those people with whom we share this world) as ourselves, the quality of human relationships are at the centre of all aspects of life.
- Sacrificial love includes a willingness to forgive others and to care about other people who are not necessarily in our own groups.
- Relationships are key to the well-being of individuals and society as a whole.
- Sex is a gift of God as part of his creation; it is a physical expression of the spiritual qualities of love, joy, hope and commitment; it deepens and intensifies a relationship as it draws the participants closer together spiritually and physically.
- God created male and female to be of equal worth, and to be complementary.
- Marriage is God's ideal intended context for sex and the raising of children.
- God's ideal is for a lifelong marriage commitment.
- The Christian values of loving another 'as yourself', acceptance and forgiveness give the context for proper expressions of sexuality.
- There are times when we fail in our relationships but we can accept God's forgiveness and start again.

RATIONALE

Health Education is a National Curriculum entitlement for all students. Relationships and Sex Education including HIV and AIDS is a major component of the school's comprehensive programme of Personal, Social and Health Education.

In all areas of human experience, a good basis of knowledge and understanding, together with an understanding of personal values, is deemed necessary for informed decisions and opinions to be made. It is important that students receive effective relationships and sex education to prevent putting themselves at risk and to correct misinformation, which may affect their relationships with others. All teaching is within the context of the school's Social, Moral, Spiritual and Cultural policy.

Relationships and sex education must be both appropriate and responsible, and those who deliver it must make themselves aware of the Church of England's teaching on relationships and sexual matters and the Christian framework agreed by governors and staff.

PURPOSE

1. To provide a broad and balanced relationships and sex education programme which offers entitlement for all, and which operates in an atmosphere of mutual trust and respect.
2. To encourage positive attitudes, lifestyles, values, communication and decision making with respect to personal relationships and sexuality.
3. To foster self esteem, self awareness and awareness of others and a sense of moral responsibility together with and awareness of the effects that our actions have on others.

4. To provide appropriate knowledge and understanding relating to physical, emotional and social aspects of an individual's development as a male or a female, including personal relationships, responsible attitudes and appropriate behaviour.
5. To recognise the reasons for the importance of family life but ensure that there is no stigmatisation of students based on their home circumstances.
6. To provide accurate information in relation to the HIV virus and sexually transmitted diseases.
7. To encourage personal safety in different environments e.g. home, school, work and leisure.
8. To understand the nature of marriage, and the causes and consequences of marriage breakdown.
9. To understand sexual stereotyping, personal beliefs, external influences and internal motivation, and the pressures about sexual activity in society.
10. To make students aware of the implications of early sexual intercourse.
11. To analyse the sexual values presented through the media, friends, music and parents.
12. To implement the statutory guidelines from the DfE regarding personal, sexual relationships.

GUIDELINES

1. The science department only teaches biological aspects of human sexual behaviour within timetabled lessons. The themes of parenting, relationships and the ethical and moral considerations of sex education run throughout the curriculum and are taught discreetly in PSHE and Religious Education.
2. Teachers can only provide general education on relationship and sexual matters. They cannot offer individual advice or counseling on aspects of sexual behaviour or contraception. Teachers cannot give advice on sexual matters or give personal contraceptive advice to a student under sixteen without parental consent.
3. Due consideration and respect will be given to the cultural and faith perspectives of the students and their families.
4. The programme ensures that key topics are revisited which allows for reinforcement and differentiation in line with student maturity.
5. All materials will be reviewed by the member of staff responsible for PSHE to ensure that it is suitable in the light of the Christian identity of the school. This teacher will provide training, guidance and support to the tutor teams for all aspects of delivery.
6. Teachers and visiting professionals can give information about where and from whom students can receive confidential sexual advice and treatment e.g. GP. This is not sex education but the imparting of information as to where advice, counseling, and treatment may be lawfully obtained.
7. Those involved in educating and caring for HIV+ students should be sensitive to their need for confidentiality and their right to privacy. Staff must ensure that correct first aid procedures are followed. Appropriate support should be made available to parents, students and staff.

LEGAL FRAMEWORK

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Equality Act 2010
- DfE (2018) 'Keeping children safe in education'
- DfE (2019) 'Relationships Education, Relationships and Sex Education (RSE) and Health Education'
- DfE (2015) 'National curriculum in England: science programmes of study'
- The Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019
- Children and Social Work Act 2017
- SEND Code of Practice: 0 to 25 years

CHURCH OF ENGLAND (CoE)

This policy has due regard to the guidance issued by the CoE in Relationships Education, Relationships and Sex Education (RSE) and Health Education (RSHE) in Church of England Schools (2019).

Academies with CoE designation undertake to follow the principles in the CoE Charter for Faith Sensitive and Inclusive Relationships Education, Relationships and Sex Education (RSE) and Health Education (RSHE)(the Charter).

POLICIES

This policy operates in conjunction with the following:

1. Trust Policies:
 - Data Protection
 - Equality
 - ICT
 - Management and Retention of Records
 - Teaching and Learning
 - Safeguarding
 - Special Educational Needs and Disability

2. Academy Policies:
 - Anti-Bullying
 - Behaviour Management
 - Curriculum
 - E-safety and acceptable use
 - Special Educational Needs and Disability
 - Child Protection
 - Social, Emotional and Mental Health (SEMH) Policy

INFORMATION FOR PARENTS AND CARERS

1. Parents will be sent an annual letter informing them that at certain stages and in certain subjects, aspects of sex education will be covered.
2. Parents will be reminded of their right to withdraw students from these lessons. Parents do not have to give reasons for withdrawal but we respectfully invite them to do so, so that they are aware of the nature and content of the full programme which can often resolve misunderstandings. Once a request has been made this must be complied with until revoked by the parent.
3. Most aspects of the Relationships and Sex Education Programme are best discussed with teachers who are known and trusted by students. However, visiting professionals can enhance the programme provided they are aware of the school's ethos. The school will ensure that visiting professionals are aware of the school Ethos. The programme organiser will ensure that the content conforms to the Social Moral Spiritual and Cultural expectations of the school.
4. Teachers cannot promise confidentiality following a disclosure if the disclosure has already or is likely to lead to risk or harm for a student. Students will be made aware that any incident may be conveyed to the lead safeguarding professional and possibly their parents. Teachers make a professional judgement about confidentiality having heard the information and decide at which point the information must be passed on. This judgement should be shared with the student so that a decision can be made whether to proceed or not. All staff members within the school receive safeguarding training annually.
5. Where a student is considered at risk from any type of abuse the teacher will refer this to the Headteacher in compliance with safeguarding and child protection procedures. The Headteacher will decide whether to inform parents and/or appropriate authorities.

Signed:

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S. Murphy
Headteacher

Bishop Justus Church of England School processes personal data in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR) and the Data Protection Act 2018. The Academy complies with the requirements of the data protection legislation as detailed in the Trust Data Protection Policy. All staff are aware of the principles of data protection and will not process personal data unless necessary. The Academy safeguards the personal data it collects through the operation of the Trust’s data protection policy and processes and the IT policy. In addition, the Academy has taken steps to ensure that all its contracts that process data have the GDPR compliant provisions.