



Relationship and Sex Education Policy

This policy is the responsibility of the Director of Boarding to review and update biennially.

Scope

This policy is designed to set out the aims of Relationship and Sex Education at Malvern St James and outline how this is delivered within the school.

Introduction

Malvern St James is an all through girls' independent school, taking pupils aged 4 to 18. There is a religious and cultural mix within which, although the majority of pupils are of a Christian background, there is a significant minority of other religions and cultures. This policy has been written to meet legal requirements and to correspond with the aims of the School.

Statutory requirements

Relationships Education is compulsory in all primary schools and Relationships and Sex Education (RSE) is compulsory in all secondary schools. At MSJ we teach RSE through the PSHEEC curriculum and have updated this policy and curriculum in consultation with parents to ensure all government guidelines are met.

What is Relationship and Sex Education?

'It is a lifelong learning about physical, moral and emotional development. It is about the understanding of the importance of family life, stable and loving relationships, respect, love and care. It is also about the teaching of sex, sexuality and sexual health.'

DfE July 2000

Effective relationship and sex education is essential if young people are to make responsible and well-informed decisions about their lives. At Malvern St James we firmly believe that it should be delivered within the framework for Personal, Social, Health and Economic Education and Citizenship Policy (PSHEEC).

The objective Relationship and Sex Education (RSE) is to help support young people through their physical, emotional and moral development. It is about the understanding of the importance of meaningful relationships for family life, stable and loving relationships, respect, love, consent and care. It is also about the teaching of sex, sexuality and sexual health.

The School's aims regarding Relationships and Sex Education are

- To ensure pupils learn about the different types of relationships, including friendships, family relationships, intimate relationships and dealing with strangers;
- For pupils to recognise, understand and build healthy relationships, including development of self-respect and respect for others, commitment, tolerance, boundaries, consent, how to manage conflict and also how to recognise unhealthy relationships;

- To understand how relationships may affect and wellbeing, including mental health;
- To learn about healthy relationships and safety online;
- To teach pupils that loving relationships can occur between opposite or same sex couples;
- To generate an atmosphere where questions of a sexual nature can be asked and answered openly without embarrassment and trust and confidentiality are ensured;
- To educate pupils to make responsible and well-informed decisions and support them through their physical, emotional and moral development;
- To prepare pupils so that in adult life they will have the confidence and self-esteem to value themselves and others, respect for individual conscience and the skills to judge what kind of relationship they want. Develop positive values and a moral framework that will guide their decisions, judgements and behaviour;
- To minimise undue anxieties connected with the process of sexual maturation. To be aware of and at ease with their sexuality;
- To develop an understanding of the needs of the individual and the responsibilities of a loving relationship;
- To provide pupils with sufficient information and skills to protect themselves and, where they have one, their partner from unintended conceptions and sexually transmitted infections including HIV;
- To provide access to confidential sexual health advice, support and, if necessary, treatment and to know how to access advice and support;
- To be sensitive to pupils' needs, whatever their developing sexuality;
- To enable pupils to know what is and what is not legal in matters relating to sexual activity;
- To encourage pupils to consider morals, the value of family life and long-term relationships;
- To be sensitive to the needs of different ethnic groups;
- To ensure that the Relationships and Sex education delivered is accessible to all pupils including those with SEND.

This policy is a subset of the Curriculum Policy and is an integral part of the schemes of work for Science, Religious Studies and PSHEEC.

Provision of RSE

RSE is taught within the schools PSHEEC curriculum from Reception to Year 13. Biological aspects are taught within the Science curriculum in Key Stages 3 and 4.

In Years 7-13 some aspects of RSE are delivered by Nurses from the Health Centre. Other aspects of the subject are taught by the Mental Health and Wellbeing Lead and the Director of Pastoral Care. In some cases, Form Tutors will deliver sessions which have been planned for them by one of the RSE leaders mentioned above. There are also topics which are led by visiting professionals.

There is a scheme of work for each Year Group provided by the Head of PSHEEC. The Head of PSHEEC monitors and evaluates RSE by lesson observation and pupil/staff feedback questionnaires. Staff who are asked to deliver RSE sessions will be offered appropriate training.

Discussion of related aspects, including consent, sexual behaviour and harassment will occur at other points in the PSHEEC programme as well as in other subject areas such as English. Opportunities for the discussion of Christian and moral aspects of relationships and behaviour, including contraception also form part of Religious Education. Discussion of sexual relationships and behaviour may occur in any subject where it is relevant to the particular part of the syllabus being studied. In dealing with these issues staff will be aware of the various ethnic and religious

groups and the different family backgrounds of the pupils. Teaching material will be appropriate to the age and maturity of the pupils.

Support for individual pupils and their concerns over sexual matters will be provided by the Health Centre, in the Houses, by Pastoral Staff, as well as in School. Access to trained counsellors, opportunities to discuss concerns on an 1-1 basis and information about support groups and outside agencies will be provided for every pupil.

Digital Literacy with respect to images and grooming via both the internet and the sharing of nudes and semi-nudes are taught by the E-Safety Officer within PSHEEC using material appropriate to the age group; external speakers regularly visit the school with expertise in these specific areas. (See E-safety policy and see Acceptable Use policy). Topics such as consent, cyber-bullying, exploitation, violence and on-line safety are taught in PSHEEC in age-appropriate ways throughout the school.

Equal Opportunities

Teaching of RSE responds to the needs (including SEND) of individual pupils and takes the cultures, faiths and family backgrounds of all pupils into consideration.

MSJ strives to ensure that all pupils are treated fairly and that there is no discrimination or bullying on the grounds of gender, race, religion, colour, language, culture, social circumstances, appearance, sexuality, ability or disability in line with the Equality Act (2010)

The RSE programme takes into account the full spectrum of diversity and is relevant to and includes all young people – heterosexual, gay, lesbian, bisexual, transgender, those questioning their sexuality, those that have not yet had sex and those that are sexually active.

Confidentiality and support services

The issue of confidentiality is discussed with pupils so they understand boundaries and appreciate that no adult can agree confidentiality if a pupil is thought to be at risk. Pupils receive information signposting agencies whom they may contact for additional support regarding personal concerns such as abuse and sexual health both inside and outside of school (see Safeguarding Policy).

Right of Withdrawal of Pupils from Relationship and Sex Education

Malvern St James recognises the importance that parents place upon RSE and values the support they give to enable the School to deliver a programme of study that is representative of the parents' wishes for their child(ren). The School acknowledges that parents have the right to withdraw their child(ren) from lessons covering RSE provided at School, except for those parts included in the National Curriculum. If a parent wishes to exercise this right, the School suggests that appointment be made to discuss potential concerns with the Headmistress. Should it not be possible to address these concerns to the satisfaction of the parents at this meeting, the School requires the parents to inform them in writing that they wish their child(ren) to be withdrawn from RSE.

Monitoring, Evaluation and Review

- Relationship and sex education will be monitored through observation, evaluation and pupil feedback by the Director of Pastoral Care, the Director of Teaching and Learning, and the Head of PSHEEC.

- The full Policy will be made available to all parents on the Malvern St James website.
- Pupils provide feedback on a regular basis including formal evaluation of PSHEEC at the end of every term.
- Use of online quizzes allows those delivering the curriculum to assess how well their pupils have understood content and also enables pupils to have a 1-1 confidential dialogue with the adult delivering the session.
- As well as being consulted on in the writing of this policy, parental opinion will be sought at any major re-write of this policy.
- A nominated Council member, Alison Warne, is the Relationships and Sex Education Governor and has a link between the School and the Council.

Procedures for the involvement of Visitors/Health Professionals

Visitors are invited into school because of the particular expertise or contributions they are able to make. Health Education visitors not employed by the School, those who support the RSE programme, are usually known by the School. Hence, we are confident that, knowing the School and its ethos, they are well prepared to undertake work both in and out of the classroom. The School expects all visitors to deliver Relationship Education in accordance with the Department of Education guidelines and the School Policy and procedures. A member of the teaching staff will generally be present when an external professional is delivering RSE content. All visiting speakers are subject to evaluation as detailed in our Visitors Policy

Sex and Relationship Education Programme Curriculum Overview

Year 1:

Growing and changing
Boys and girls
Body care and privacy
Keeping secrets

Year 2:

Growing and changing
Boys and girls
Body care and privacy
Keeping secrets

Year 3:

Growing and changing
Where do babies come from?
Body care and privacy - NSPCC PANTS
Keeping secrets and personal space

Year 4:

Growing and changing
Where do babies come from?
Body care and privacy - NSPCC PANTS
Keeping secrets and personal space

Year 5:

Puberty – my changing body
Reproduction
Body care and privacy - NSPCC PANTS
Confidentiality and boundaries

Year 6:

Puberty – my changing body
Reproduction
Body care and privacy - NSPCC PANTS
Confidentiality and boundaries

Year 7:

Friendships & good relationships
Families & Marriages
Body changes
Female Genital Mutilation (FGM)
Online friendships
Child Sexual Exploitation (CSE) and Radicalisation
Social Media

Year 8:

Personal Hygiene & Puberty
Conception
Parents and responsibilities
Stereotypes and damage
Grooming
CSE and Radicalisation
Gender

Year 9:

Sexual orientation
Consent
Healthy and unhealthy relationships
Body image and Negative Self-Talk
CSE and Radicalisation
Reporting issues and material
Digital World RSE

Year 10:

GDPR and data collected
Impact of viewing harmful material
Domestic abuse, consent & sexual harassment
Contraception & STDs
Delaying Sex/Alternatives
FGM

Year 11:

CSE and Radicalisation
Planned and unplanned pregnancies
HIV and Aids

Year 12:

CSE and Radicalisation
Domestic abuse, consent & sexual harassment
Pornography
Forced marriage
Consent reminder
Fertility
Gender
Breast Cancer Awareness

Year 13:

CSE and Radicalisation
The Laws – harmful content
Contraception and STD reminder including HIV and Aids
Fertility
Menopause

This spirals programme allows RSE subjects to be taught several times, reinforcing key messages and consolidating information at an age-appropriate level

Where appropriate sessions will include a section on the law – particularly for these topic areas.

- marriage
- consent, including the age of consent
- violence against women and girls
- online behaviours including image and information sharing (including sharing of nudes and semi-nudes, youth- produced sexual imagery, etc.)
- pornography
- abortion
- sexuality
- gender identity
- substance misuse
- violence and exploitation by gangs
- extremism/radicalisation
- criminal exploitation (for example, through gang involvement or ‘county lines’ drugs operations)
- hate crime
- female genital mutilation (FGM)

Relevant Policies

- Curriculum Policy
- E-safety Policy
- Confidentiality Policy
- Safeguarding Policy
- Acceptable Use Policy
- PSHEEC Policy
- Equal Opportunities Policy
- Mental Health and Wellbeing Policy

Authorised by

Resolution of THE SCHOOL COUNCIL

Date

22 June 2022

Signature

A handwritten signature in black ink, consisting of a stylized initial 'S' followed by a long horizontal line.

Effective date of the policy

22 June 2022

Review date

May 2024

Circulation

Members of School Council / teaching staff / all staff /
parents / pupils [on request]