

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 a girls' independent school taking girls aged 4 to 18. There is a religious and cultural mix within which, although the majority of girls 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 secondary schools from September 2020. At MSJ we have continued to 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.'

Relationships and sex education (RSE) and health education

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 of 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 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 girls learn about the different types of relationships, including friendships, family relationships, intimate relationships and dealing with strangers
- For girls to recognise, understand and build healthy relationships, including 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 health and wellbeing, including mental health
- To learn about healthy relationships and safety online
- 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 girls to make responsible and well informed decisions and support them through their physical, emotional and moral development
- To prepare girls 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 girls 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 girls' needs, whatever their developing sexuality
- To enable students to know what is and what is not legal in matters relating to sexual activity
- To encourage girls to consider morals, the value of family life and long-term relationships
- To be sensitive to the needs of different ethnic groups

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 many aspects of RSE are delivered by Nurses from the Health Centre. 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 girl/staff feedback questionnaires. Staff will be offered appropriate training.

Discussion of related aspects, including 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 girls. Material will be appropriate to the age and maturity of the girls.

Support for individual girls and their concerns over sexual matters will be provided in the Health Centre, in the Houses, as well as in School. Access to trained counsellors, information about support groups and outside agencies will be provided for every girl.

Digital Literacy with respect to images and grooming via both the internet and 'sexting' are discussed 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 of individual girls and takes the cultures, faiths and family backgrounds of all girls into consideration. The School works hard to comply with the provisions of the Equality Act 2010.

MSJ strives to ensure that all girls 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.

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 girls so they understand the boundaries and appreciate that no teacher can agree confidentiality if a girl is thought to be at risk. Girls receive information regarding outside 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 Girls 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 daughters. The School acknowledges that parents have the right to withdraw their daughter from lessons covering RSE provided at School except for those parts included in the National Curriculum. If a parent wishes to exercise their right, the School suggests that appointment be made to discuss their 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 daughter to be withdrawn from RSE.

Monitoring, Evaluation and Review

- Relationship and sex education will be monitored 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.
- Students provide feedback on a regular basis including formal evaluation of PSHEEC at the end of every term.
- 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, 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.

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
Keeping secrets and personal space

Year 4:

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

Year 5:

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

Year 6:

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

Relationships are covered in EYFS to Year 6 and discussed in an age appropriate way with each different year group. Online relationships are covered in Computing lessons too for all year groups when covering the topic E-Safety.

Year 7:

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

Year 8:

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

Year 9:

Sexual orientation
Consent
Healthy and unhealthy relationships
Body image
CSE and Radicalisation
Reporting issues and material

Year 10:

CSE and Radicalisation
GDPR and data collected
Impact of viewing harmful material
Domestic abuse & 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 & sexual harassment
Pornography
Forced marriage
Consent reminder

Year 13:

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

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 ‘sexting’, youth-produced sexual imagery, nudes, 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

Authorised by

Resolution of THE SCHOOL COUNCIL

Date

26 June 2020

Signature

A handwritten signature in black ink, appearing to be 'M. Jones', written over a horizontal line.

Effective date of the policy

26 June 2020

Review date

May 2022

Circulation

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