



Harehills Primary School

Growing & Changing (SRE) Policy

Harehills Primary School actively promotes equality of opportunity for all staff, governors, pupils and parents, creating a harmonious learning community where all can succeed

This policy is intended to state the school's approach to Growing & Changing (SRE) specifically and should be read in conjunction with the PSHE policy.

This policy has been developed through a variety of consultation methods involving children, parents/carers, staff and governors. All views were taken into account when developing this policy. A reference copy is stored in the school office and is available on the school website. A full copy or summary will be made available to parents/carers, staff, governors and representatives of partner agencies upon request.

- **Staff (with governor support) with key responsibilities for Growing & Changing (Sex and Relationships Education)**

Member of staff	Specific responsibilities
. Catherine McMullen & Hollie Melling . *Designated CP staff	<ul style="list-style-type: none"> <input type="checkbox"/> Co-ordinating the Growing & Changing (SRE) programme, ensuring a spiral curriculum <input type="checkbox"/> Establishing and maintaining links with external agencies <input type="checkbox"/> Accessing and co-ordinating training and support for staff <input type="checkbox"/> Liaising with link schools to ensure a smooth transition <input type="checkbox"/> Policy development and review, including consultation with staff, pupils, parents & carers and local agencies <input type="checkbox"/> Implementing the policy; monitoring and assessing its effectiveness in practice <input type="checkbox"/> Managing Child Protection issues <input type="checkbox"/> Liaising with local media

Harehills is a larger than average Primary School, with over 700 children on roll from Nursery to Year 6. We aim to make school an experience that is stimulating and challenging for our children. We promote high standards and enable children to reach their potential. We provide equality of opportunity for all in school. We understand equality to mean treating everyone with equal dignity and worth valuing their particular characteristics such as their age, disability, ability, gender, ethnicity, religion or belief, sexual orientation and socio-economic circumstances.

Rationale

Growing & Changing (including Sex and Relationships Education or SRE) at Harehills primary School is a vital element of our Personal, Social, Health and Citizenship Education (PSHE) curriculum. Within this area of PSHE, children explore the physical, emotional and spiritual development of a child into adult life. We want our children to have the factual knowledge to understand the changes that they will experience and have the knowledge and skills to be able to deal with these changes with confidence, maturity and responsibility. It is important that SRE is not taught in isolation and supports pupils' development of interpersonal skills with a foundation of respect for themselves and others. They will be taught the key skills and confidence to manage their lives as they encounter different relationships and move through puberty towards adulthood.

Legal Obligations

Primary Schools in England and Wales have a legal responsibility to provide a '*sex and relationship education programme tailored to the age and the emotional maturity of the children*' (DFEE Guidance on SRE - July 2000).

Schools have the responsibility to keep their SRE Policy up to date and it must be available to parents. Parents have the right to withdraw their child from the SRE lessons which fall outside those aspects covered as part of the National Curriculum for Science.

Right of withdrawal

We believe that the best quality Growing & Changing (SRE) provision can be achieved when home and school work together. However, parents or carers have a legal right to withdraw their children from sex education, unless the content is included in National Curriculum Science. After consulting the school in writing, it is vital that parents/ carers meet in person with the class teacher and Assistant Head Teacher for UKS2/ PSHE lead to consult the lesson plans and associated resources and to discuss the reasons why they have made the decision to withdraw their child from the Growing & Changing (SRE) lessons.

Every effort should be made to discuss the content and explore reasons for possible withdrawal of a pupils. If an agreement can be reached about the child receiving partial content (for example, if parents/ carers have a concern about the content of one particular lesson or the use of one particular resource but are happy for their child to take part in the other lessons), then this would be a desirable second alternative. If parents/carers still choose to withdraw their child, the child and family should not be stigmatised for the decision.

The school provides an information leaflet to parents who do decide to withdraw their child. The school can provide support materials for home use upon request.

Parents who do withdraw their children should be alerted to possible consequences such as the fact that their child may hear content of the lessons from other children, other family members not qualified to provide such information (for example teenage brothers, sisters or cousins) and indeed the media. They should be reminded that all of these approaches, rather than using the established home-school partnership, could be an inappropriate and unsafe way for such information to be shared. Parents should be able to say how their child will receive this content

Our arrangements for pupils withdrawn from Growing & Changing (SRE) lessons are such that they will be provided with meaningful, educational alternatives and that their withdrawal from the lesson will be dealt with sensitively and with no attention drawn to their absence from any particular session. Advice and guidance is available from the Assistant Head Teacher for UKS2/ PSHE lead at any time in relation to any of the above.

Consultation with Parents and Carers

In addition to our annual consultation with parents/carers about the areas of learning relating to PSHE, including Growing & Changing (SRE) and Drug Education, members of the wider school community are invited to discuss the Growing & Changing (SRE) programme, including aims, policy, content, resources and mode of delivery.

Such consultation and any relevant training will be on-going throughout the year and may be delivered using whole staff CPD as well as more bespoke training being offered on a particular topic or area of PSHE or to particular groups of stakeholders, as relevant.

Speakeasy sessions for parents/ carers

Speakeasy sessions (a ten week programme aimed at supporting parents/ carers to discuss a range of issues relating to *Growing & Changing (SRE)* with confidence) are also offered within school. These sessions are delivered by a qualified member of staff and we encourage as many parents/ carers as possible to take part in these sessions.

Moral framework and values

We encourage pupils to acknowledge the following values:

- Respect for self;
- Respect for others;
- Responsibility for their own actions;
- Responsibility for their family, friends, school and wider community.

As part of *Growing & Changing (SRE)*, we will acknowledge marriage as one type of stable, loving relationship. However, at the same time we recognise that there are other kinds of family units that are equally important. Our emphasis will be on teaching the importance of stable, caring and loving relationships.

Aims

Growing & Changing (SRE) at Harehills Primary School aims to provide pupils with a foundation on which they will be able to develop caring, supportive and fulfilling relationships with the knowledge and understanding they need to lead confident, healthy and independent lives.

We aim to deliver lessons which cover aspects of *Growing & Changing (SRE)* at with integrity and sensitivity and encourage pupils to build their self-esteem so that are able to confidently contribute within this aspect of the curriculum.

The overall aims of our *Growing & Changing (SRE)* programme are:

- To learn the value of family life and the importance of stable loving relationships.
- To provide opportunities for pupils to develop respect for themselves and care for others.
- To provide pupils with a planned, age appropriate *Growing & Changing (SRE)* programme about physical development, emotional development and relationships
- To explore a range of attitudes towards *Growing & Changing (SRE)* issues and to help pupils reach their own informed views.
- To develop skills relevant to the effective management of relationships and to be able to protect themselves from exploitation and abuse.

Equal opportunities and inclusion

Harehills primary School is committed to providing a curriculum that is underpinned with equal opportunities to educate the 'whole' child regardless of their ability, ethnicity, gender and social circumstances. We endeavour to ensure that all information disseminated through *Growing & Changing (SRE)* is accessible to all children.

Setting suitable learning challenges

High standards are expected for all children. This will be done by delivering a comprehensive scheme of work which provides continuity and progression for all.

Responding to children's diverse learning needs

Teaching and learning should be planned so that all lessons are inclusive and all children are enabled to participate fully and effectively.

Overcoming potential barriers to learning and assessment for individuals and groups of children

Short term planning should seek to lower as much as is possible barriers to learning, participation and assessment through flexible approaches to teaching/learning both in the classroom and in the wider school environment.

In relation to *Growing & Changing (SRE)*:

Responding to children's diverse learning needs

There is a great need for sensitivity in the approach to sex and relationship education. This will include sensitivity to:

- religious and cultural diversity
- differing needs of boys and girls
- diverse sexuality of young people
- homophobic bullying and behaviour
- children's age and physical and emotional maturity

Overcoming potential barriers to learning and assessment for individuals and groups of children

- Many children are vulnerable to abuse. It is important that they learn appropriate self protection strategies and are aware of sources of support

What is *Growing & Changing (Sex and Relationships Education)*?

It 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.

(Sex and Relationship Education Guidance DfEE 2000)

Effective *Growing & Changing (SRE)* is essential if children and young people are to make and sustain meaningful relationships. We want children to be able to make responsible and well-informed decisions about their lives. We want children to have knowledge, skills and understanding to keep themselves and others safe. We ensure a curriculum that offers age- and needs- appropriate PSHE relating to puberty that develops *Growing & Changing (SRE)* beyond the National Curriculum Science programme.

There are three main elements in relation to *Growing & Changing (SRE)*:

- Attitudes and values
- Personal and social skills
- Knowledge and understanding

We encourage our children to consider and develop;

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.

Knowledge and understanding

- Learning and understanding physical development at appropriate stages;
- Understanding human sexuality, reproduction, emotions and relationships;

(Sex and Relationship Education Guidance DfEE 2000)

Some aspects of *Growing & Changing (SRE)* are in the Science National Curriculum and are **STATUTORY**. Many other important aspects of *Growing & Changing (SRE)* are included in the non-statutory PSHE curriculum.

Content of our *Growing and Changing (SRE)* programme

We adopt a whole school approach to *Growing & Changing (SRE)* and we actively encourage involvement from the whole school community. All groups who make up the school community have responsibilities and all members of staff play an important pastoral role by offering support to pupils.

The class teacher teaches *Growing & Changing (SRE)* and may sometimes be supported by the school nurse or another professional where appropriate. We aim to ensure that members of staff feel confident to deliver all aspects of the *Growing & Changing (SRE)* curriculum and guidance and support is offered at every opportunity. A partner-teaching approach is well established in school and offers support to colleagues when delivering particularly sensitive issues in relation to *Growing & Changing (SRE)*.

How is SRE taught?

Before beginning any *Growing & Changing (SRE)* lessons, teachers establish **Ground Rules** with their class to ensure a safe and comfortable teaching environment. In order to best engage pupils, the curriculum has been carefully considered to meet pupils' needs and enable them to develop confidence in talking, listening and thinking about issues surrounding the subject.

We use active and participatory teaching methods allowing for both small and large group discussion and time for the pupils to reflect on what they have learnt. The *Growing & Changing (SRE)* curriculum is delivered to classes in both mixed and single sex settings as appropriate. Single sex settings may be used to discuss more sensitive issues, for example menstruation for girls and wet dreams for boys.

What is taught in *Growing & Changing (SRE)* and when?

Growing & Changing (SRE) is taught as part of our curriculum for Personal, Social, Health Education and Citizenship (PSHE). A detailed scheme of work for *Growing & Changing (SRE)* has been developed and is delivered as part of a wider PSHE programme. Detailed planning guidance is included within both the scheme of work for PSHE and for *Growing & Changing (SRE)*. Each lesson plan outlines appropriate and teaching and learning activities to support specific learning outcomes and provides clear guidance to teachers about content and teaching methods and resources.

Whilst many *Growing & Changing (SRE)* Learning Objectives can be viewed as generic PSHE, our long term PSHE plan identifies units related to *Growing & Changing (SRE)* in every year group in order to promote and support the spiral curriculum.

Skills, knowledge & understanding

The scheme of work encourages teaching and learning tasks that promote discussion, reflection and application of new knowledge, skills and attitudes towards issues surrounding *Growing & Changing (SRE)*. These include;

Skills

As part of the curriculum for *Growing & Changing (SRE)*, pupils will be taught key skills and confidence to manage their lives as they encounter different relationships and move through puberty towards adulthood.

Knowledge

As part of the curriculum for *Growing & Changing (SRE)*, pupils will learn about the physical and emotional changes that take place as they grow. They will learn the main stages of the human life cycle and understand the variety of ways that parents and carers meet the needs of babies and children.

Attitudes and Values

As part of the curriculum for *Growing & Changing (SRE)*, pupils will be taught about relationships within the context of having healthy, caring relationships. Pupils will be encouraged to explore feelings and to develop relationships by respecting and caring for themselves and others.

Sensitive Issues

Growing & Changing (SRE) is a whole school concern and there should be a consensus and continuity to its delivery. Staff are aware that views around *Growing & Changing (SRE)* and related issues are varied. All those contributing to the delivery of *Growing & Changing (SRE)* must be careful to ensure that their own personal beliefs and attitudes do not influence teaching within this area. Topics are presented using a variety of views and beliefs so that pupils are able to form their own, informed opinions but also respect others that may have different opinions.

Dealing with questions

Both formal and informal questions arising from *Growing & Changing (SRE)* are answered according to the age and maturity of the pupil concerned. Questions do not have to be answered directly, and can be addressed individually later. The school believes that individual teachers must use their skill and discretion in this area and refer to the designated Child Protection lead if they are concerned.

Within all lessons, a 'question box' is used to enable pupils to ask confidential, anonymous questions on pieces of paper. The teacher at the end of the lesson/ lessons (as appropriate), drawing on pupils' learning throughout, answers these. Teachers will need to consider the age and maturity of the pupils when answering questions and consider how they relate to the intended learning for that class. There are a number of options on how to respond to a question:

- Answer to the whole class if it is age appropriate and relates to the learning intentions for that class
- Answer to an individual child following the lesson
- Refer the question to be answered at home

Teachers will need to ensure that children are aware that while most issues can be kept confidential their teacher may need to pass on some information if they consider the child to be at risk. Teachers need to be mindful that if discussions raise issues of concern for a particular child they should follow the school's child protection procedures.

Staff Support and Training

All staff will be offered regular and appropriate training in relation to *Growing & Changing (SRE)* to encourage confidence in teaching and learning. This may include training/ work:

- In-house (led by relevant, trained staff members)
- With Leeds Healthy Schools and Wellbeing Service
- With the school nurse

Safeguarding Information Sharing and child protection

We aim to respect and support a child's confidence, however if a member of staff contributing to *Growing & Changing (SRE)* is concerned for the safety and welfare of a child, then they should follow the school's Child Protection Procedures.

Monitoring and review

This Policy will be reviewed annually in consultation with school staff, pupils, parents/carers and Governors. The policy is available to parents and the wider school community to view at any time.

Sources of further information, support and help

There is a vast amount of information and guidance available about Growing & Changing (SRE) that can provide a wide range of support and help. The following list is just a small selection of the support available for teachers and parents. Parents/ carers can contact the school at any time for further support and information.

Name of organisation	Resource	Website/ telephone number
BBC website - supporting your child's sex education	Guidance	http://www.bbc.co.uk/schools/parents/sex_education_support/
DFE (archived)	Parents Guidance leaflet	http://webarchive.nationalarchives.gov.uk/20130401151715/http://www.education.gov.uk/publications/eOrderingDownload/SRE%20dfES%200706%202001.pdf
NCB	Parents and SRE leaflet/ guidance	http://www.ncb.org.uk/media/333401/parents____sre.pdf
Parentline Plus	Guidance/ resources	www.familylives.org.uk/ 0808 800 2222
Sex Education Forum	Guidance	http://www.sexeducationforum.org.uk/practice/parents-sre.aspx

The school has due regard to the following documents and guidance in the development of this policy;

- Sex and Relationship Education Guidance (DfEE 2000)
- OFSTED Report - Sex & Relationships (2002)
- Current Status of Sex and Relationships Education March 2011 - factsheet produced by Sex Education Forum, www.sexeducationforum.org.uk
- SRE, a step-by-step guide for teachers - Simon Blake, Sex Education Forum
- Laying The Foundations, SRE in Primary Schools - A Martinez and V Cooper, National Children's Bureau
- Faith and Values in SRE - S Blake and Z Katrak
- Assessment, Evaluation and SRE - S Blake and S Mutton, National Children's Bureau
- Producing your school's sex and relationship education policy (PSHE Association 2013)
- Sex and Relationships Education (SRE) for the 21st Century (Brook, PSHE Association and Sex Education Forum 2014)
- Equality Act 2010: Advice for school leaders, school staff, governing bodies and local authorities (revised February 2013, updates June 2015)
- Working Together to safeguard children: A guide to inter-agency working to safeguard and promote the welfare of children, (July 2018)
- Keeping Children Safe in Education (September 2018)

Links to other policies

Related policies include;

- Relationships Policy
- Drug Education & Managing Drug Related Incidents policy
- Anti-bullying policy
- Safeguarding and Child Protection Policy
- Equal Opportunities
- SEND/ Inclusion
- ICT policy

This policy has been approved and adopted by the Governing Body.

Headteacher: Joanne Summerfield

Chair of Governors: Julia Shemilt

Staff representative: Catherine McMullen & Hollie Melling

Pupil representative: Amina Zamir & Taibah Riaz

Parent representative: Hena Begum

Date: October 2018