

West Earlham Infant and Nursery School
Sex and Relationship Policy

a. Aim

- a. At West Earlham Infant and Nursery School we understand the importance of educating pupils about sex and relationships and it is fully embedded within Personal, Social, Health and Emotional and Science curriculum. It is not isolated, taken out of context or over-emphasised in any way. When questions arise either naturally or from project or topic work staff will answer these simply, honestly and factually. Sex and Relationship Education (SRE) aims to prepare the children for the opportunities, responsibilities and experiences of adult life.
- b. SRE is defined as “the lifelong learning about physical, moral, and emotional development. Understanding of the importance of ... family life, stable and loving relationships, respect, love and care” (DfE Sex and Relationship Education guide)

b. Teaching Organisation

- a. Our SRE has three main elements; Attitudes and Values, Personal and Social Skills, Knowledge and understanding, within this we aim for children to:
 - a. develop confidence in talking, listening and thinking about feelings and relationships
 - b. be able to name parts of the body (both biological names and family names) and describe how their bodies work
 - c. be able to protect themselves and ask for help and support
 - d. recognise healthy non-violent relationships
 - e. know the difference between an abusive and non abusive relationship
 - f. know that abuse is not acceptable
- b. Staff will use a variety of active learning methods which involve children’s full participation in order to teach SRE. This may involve the use of diagrams, books and discussions. Inappropriate images will not be used and resources will be selected sensitively given then age and cultural background of pupil.
- c. Pupils will be prevented from accessing inappropriate materials on the internet when using it to assist their learning. The measures taken to prevent this are outlined on our Online Safety Policy.
- d. West Earlham Infant and Nursery School understands that pupils with SEND may require adaptations to planning of work in order to appropriately deliver the content in a meaningful way.
- e. Staff are also careful that their own personal beliefs and attitudes do not influence the teaching of SRE. West Earlham Infant and Nursery School also recognises that staff may need additional support or guidance in order to deliver elements of SRE.

c. Questions/ Remarks

- a. If faced with a question or remark about SRE from a child, it is our policy that teachers will answer in clear, honest and simple terminology at the child’s level of understanding and, if necessary away from the rest of the class. The school believes that individual teachers must use their skill and discretion in these situations and consult and inform a member of the Senior Leadership Team or Designated Safeguarding Lead if they are concerned.

d. Equal opportunities

- a. West Earlham Infant and Nursery School abides by all equality legislation and fully respects the rights of all pupils and staff members. We will therefore endeavour to approach SRE with sensitivity and respect. Care is also taken to ensure that we all staff act as positive role models for children.

e. Confidentiality

- a. Whilst no member of staff can promise confidentially to a child as a general rule a child's confidentiality will be maintained by the teacher or member of staff concerned. If this person believes that a child is at risk or in danger she / he is to follow the procedures laid down in the schools Safeguarding Policy.

f. Partnership with families.

- a. We recognise that families are key in teaching their children about sex, relationships and growing up, but also acknowledge that families may not always be confident in this role. We also recognise the importance of respecting the diversity of family communities that exist within our school. We would encourage families to talk to us if they have any concerns regarding SRE within school.
- b. In order to support families as best we can we will:
 - I. Inform parents about the school's sex education policy and practice
 - II. Answer any questions that families may have about the sex education of their child;
 - III. Take seriously any issue that families raise with this policy or the arrangements for sex education in the school;
 - IV. Encourage families to be involved in reviewing the school policy;
 - V. Inform families about the best practice known with regard to sex education, so that the teaching in school supports the key messages that families give to children at home. We believe that, through this mutual exchange of knowledge and information, children will benefit from being given consistent messages.
- c. We will inform families of areas of SRE learning through termly curriculum maps.
- d. As SRE is not taught as a separate subject, the right of families to withdraw their children is not applicable as it is delivered as part of our statutory teaching. However, any concerns should be discussed with class teacher or the Headteacher.

g. Bullying Incidents

- a. West Earlham Infant and Nursery School has a zero tolerance approach to bullying. Any bullying incident caused as a result of sex and relationship education programme, such as those relating to sexual orientation, will be dealt with as seriously as other bullying incidents.

h. Monitoring

- a. SRE will be monitored by Class teachers in conjunction with the Head Teacher. We will seek feedback where relevant from pupils, staff and other groups involved in our school community.

This policy works alongside and takes into consideration issues raised in the following policies:

- Assessment Policy
- Behaviour for learning and living well Policy
- Health and safety Policy
- Online Safety Policy
- Personal, Social, Health and Emotional Policy
- Positive Touch Policy
- Restrictive Physical Intervention Policy
- Safeguarding incorporating Child Protection Policy
- Teaching and learning Policy

Relevant Legislation:

- DfE Sex and Relationship Education Guidance 2000
- DfE Science Programmes of study: Key Stage1 and 2. 2013

Approval This policy has been reviewed in line with the 2010 Equality Act and Public Sector Equality Act. Due regard has been given to Equality.

This policy will be adopted in **November 2017**. The date of the next formal review will be **November 2020** and every three years thereafter, unless statutory legislation changes.

Policy approved by the **Full Governing Board** of West Earlham Infant and Nursery School