



Policy and Procedure on Relationship and Sex Education Policy

Cambian Great Dunmow School

Policy Author / Reviewer	Kicha Mitchell
Approval Date	March 2022
Next Review Date	March 2024
Version No	1
Policy Level	Local
Staff Groups Affected	All

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1. Monitoring and Review

The Proprietor will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than three years from the date of approval shown above. The headteacher is responsible for annual review of the content of this policy

Signed:

A handwritten signature in black ink, appearing to read "Andrew Sutherland".

Andrew Sutherland

Representative, Proprietor - Cambian Group
November 2023

A handwritten signature in blue ink, appearing to read "Kat Steele".

Kat Steele

HeadTeacher
November 2023

2. Terminology

2.1. Our aim is to use consistent terminology throughout this policy and all supporting documentation as follows:

'Establishment' or 'Location'	this is a generic term which means the school.
Individual	means any child or young person under the age of 18 or young adult between the ages of 18 and 25. At Cambian Great Dunmow School we have young people attending between the ages of 11-19.
Service Head / Head of Service	This is the senior person with overall responsibility for the school. At Cambian Great Dunmow School this is the Headteacher who is Kat Steele.
Key Worker	Members of staff that have special responsibility for Individuals residing at or attending the Establishment.
Parent, Carer, Guardian	means parent or person with Parental Responsibility
Regulatory Authority	Regulatory Authority is the generic term used in this policy to describe the independent regulatory body responsible for inspecting and regulating services. At Cambian Great Dunmow School this is Ofsted.
Social Worker	This means the worker allocated to the child/family. If there is no allocated worker, the Duty Social Worker or Team Manager is responsible.
Placing Authority	Placing Authority means the local authority/agency responsible for placing the child or commissioning the service
Staff	Means full or part-time employees of Cambian, agency workers, bank workers, contract workers and volunteers.

1. Description and Ethos of Cambian Great Dunmow School

Cambian Great Dunmow School is an independent school providing specialist education to mixed gender pupil aged 11 to 19 years with social, emotional and mental health (SEMH) needs.

For a more detailed description of what the school offers see School Prospectus.

The pupils

All young people at our School have a history of harmful behaviours and social, emotional and mental health needs often accompanied by a range of additional learning needs.

Most of the pupils have had interrupted histories in education and care. There are a wide variety of attainments on admission. All have fragile self-esteem and demonstrate difficulties with authority and a lack of trust in adults. Many have experienced loss and trauma, leading to attachment difficulties. As a result, many experience difficulties in forming and maintaining appropriate, positive relationships with others and have a limited ability to work cooperatively.

Pupils are:

- aged 11 to 19.
- placed within the residential setting of Cambian;
- residents from placing authorities throughout the United Kingdom;
- all present a range of harmful behaviours;
- all have SEN- some are in receipt of an EHC plan or a Statement of SEN.

Our mission statements

We provide a safe and inclusive learning environment that nurtures mutual respect and encourages reflection so that our pupils develop the knowledge skills and confidence to enable them to achieve their potential in all aspects of their lives.

The Aims of our School and our Curriculum

For all staff to support and challenge pupils to invest in education as a priority for a successful placement

For all pupils:

- To undergo an initial baseline assessment so we fully understand their needs for effective learning;
- To achieve at least 95% attendance in school;
- To engage in creative learning experiences appropriate to their needs, supported by an accurate individual learning plan;
- To achieve nationally recognised academic awards in core subjects;
- To achieve accreditation in a wide range of subject areas;
- To become independent learners;
- To learn how to keep themselves safe, and build positive relationships with those around them;
- To take part in decisions that shape their lives, the school and the community in which they live;
- To demonstrate the behaviours needed to stretch themselves and cope with the challenges of learning;
- To attend and participate in regular therapy sessions;
- To learn strategies to manage their feelings and know where to go for help when things are difficult;
- To have the opportunity to participate in work experience and work-related learning opportunities;
- To learn the skills to interpret data and apply mathematical concepts;
- To learn the skills to use digital technologies creatively and safely in preparation for the world in which they will live;
- To lead healthy, active lifestyles and be prepared to make a positive contribution to society as adults.

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2 RSE (Relationships and Sex Education) Policy

Rationale

One of our core aims is for all pupils to 'learn how to keep themselves safe, and build positive relationships with those around them' (see above). The RSE programme at our school is fundamental to enabling us to achieve this aim. We understand the importance of educating pupils about sex and relationships so they can make responsible and well informed decisions in their lives. This is particularly important for our students who all have exhibited harmful behaviour or experienced abusive relationships, loss and personal trauma in the past.

'Sex and Relationship Education Guidance' (DfE) defines RSE as: "Learning about physical, moral and emotional development; understanding the importance of marriage for family life, stable and loving relationships, respect, love and care. It is also about the teaching of sex, sexuality and health." At our school we teach RSE objectively, without prejudice and do not promote any form of sexual orientation.

Cambian Great Dunmow School takes pride in offering a broad, balanced, and relevant curriculum, catering for pupils of all abilities and backgrounds. Personal, Social, health and Citizenship Education (PSHCE) is central to this and is delivered as a discreet subject. The majority of RSE is taught in these lessons, supported and complemented by work in other subjects and through the ethos of the school as a whole.

Aims and objectives

Our RSE programme is an opportunity for pupils to develop their understanding of:

- Relationships of all kinds including friendships, family, on-line and intimate relationships;
- Sex and sexuality;
- The importance of family life;
- The biological facts related to human growth and development, including reproduction;
- Recognising and forming positive personal identities;
- Empathy and their abilities to work with others;
- The interplay between relationships and mental wellbeing- including loss, separation, divorce and bereavement;
- Recognising and managing risks;
- Bullying;
- Knowing when and where to access help and support;
- The importance of healthy relationships and the characteristics of these.

Through our programme, pupils will practice and develop their personal, interpersonal and social skills; and explore, clarify and, sometimes, challenge their own and others' attitudes, values and beliefs and moral reasoning in relation to a range of issues.

Content of RSE programme

The PSHCE programme follows a spiral curriculum to develop and embed key skills and knowledge over time. We follow the PSHE Association Programme of Study- please refer to this and the PSHCE Overview for more detail. The theme of

Relationships is taught every year. This will cover the topics of: Difference and diversity- tolerance, equality, prejudice and stereotyping; Puberty, menstruation, masturbation and personal hygiene; Healthy relationships- keeping yourself safe from exploitation, coercion, peer pressure and gangs; Local and National Sexual Health agencies and services; On-line safety including youth-produced sexual imagery, and forming relationships on-line; Sexuality; Body image, body confidence and the media. Some aspects of RSE are also delivered through the theme of Health and Wellbeing such as Healthy relationships- sexual health and contraception, consent and sexual bullying. We work in collaboration with Bedford Icash clinic/ Trussell trust, who have come into school to help deliver sex and relationship education in fun way the students really engage with.

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The Science programme follows the National Curriculum Programme for Study for Science. In Key Stage 3 pupils learn the scientific facts surrounding sexual reproduction, specifically they will develop knowledge and understanding about gametes, fertilisation, the male and female reproductive systems, sexual reproduction, puberty, the menstrual cycle, pregnancy and birth. During this unit pupils will also learn about the legal age of consent, the emotional and health aspects of sex and discuss why it is sensible not to have sex until you are over the age of 16. In Key stage 4 pupils develop their knowledge further learning about DNA, mitosis, meiosis and genetic inheritance. Knowledge and understanding is embedded through additional work and discussion as part of the PSHCE curriculum.

Emotional literacy also covers aspects of sex and relationship education. The focus is on self-esteem readiness to make safe and sound decisions, building healthy relationships and making them aware of the risks associated with sex and relationships. This includes understanding puberty and the natural changes an adolescent should expect to happen to them, knowing where to report any issues, where to seek help and advice.

In addition to the planned schemes of work for PSHCE and Science, the school participates in National Anti-Bullying Week every year, and Black history month. We have a display board that changes monthly to inform staff, students and visitors of awareness days, campaigns and events.

The content of the RSE programme will be delivered through a variety of teaching methods, resources and interactive activities including cards sort, quizzes, discussion, debate, educational film clips, imaginary case studies or real events from the media. Visitors and organisations such as the local police, the Mayor, the Army, solicitors may also be invited into school to complement the programme.

Creating a safe learning environment

Much of the content of this subject area touches on sensitive issues which may provoke strong emotional reactions including distress or embarrassment. Teachers create a climate of trust, cooperation and support.

The class establish Ground Rules that apply in PSHCE lessons. These rules refer to: respect; confidentiality and when this will be broken; thinking carefully before sharing personal information; the right to leave the room if necessary; the use of the correct language; and the right to decline to answer personal questions.

Distancing techniques will be used such imaginary scenarios; discussing issues in the third person; discussing issues without using names.

Teachers will be conscious of expressing their own views and opinions and when they do so, will work within the school's values, policies and the law.

When an open learning environment has been created, pupils feel able to ask questions throughout the lesson. They will also be encouraged to ask questions anonymously prior to the lesson using the Suggestions Box. At times, pupils may ask difficult questions. These do not need to be answered immediately: it may be more appropriate to address them later once the teacher has had time to consider the answer. Whenever possible age-appropriate factual answers will be given.

Consideration will also be given to the size and dynamics of the teaching group and who is best placed to deliver particular content.

The role of the multi-agency team

Due to the particular needs and vulnerabilities of our students, we liaise with the Therapy and Home teams to let them know our curriculum plans for each student at least half a term in advance. This will allow them to advise teachers about any content that may cause a particular issue for any of the young people concerned, and alert them to the need to follow up any issues that might arise from lessons in school. In some circumstances it might be agreed to remove a pupil for particular content and to cover this in 1-1 sessions led by the therapist or key worker.

Diversity and inclusion

We recognise that the pupils we teach are vulnerable to exploitation and to forming unhealthy relationships in the future. As a result of the sensitive nature of the subject content, and the specific needs of our pupils, certain aspects of RSE may be taught individually, or at the time agreed is most appropriate in discussion with Care and Therapy. Throughout the school day, every pupil has access to one-to-one support from a member of the Care Team as well as a named tutor who can offer pastoral support as required. Support for individual pupils will be provided through therapy, tutor support and key-work sessions.

We are sensitive to the range of religious and cultural views about sexual behaviour whilst still ensuring that pupils have access to the learning they need to stay safe, healthy and understand their rights as individuals. We include clear, impartial scientific information on matters such as the changes of puberty, abortion and assisted conception, as well as covering the law in relation to, for example, forced-marriage and female genital mutilation (FGM).

Our PSHE programme covers the concept of equality and the legislation relating to it. We recognise that as a school we have specific responsibilities in relation to equality and protected characteristics. Our RSE programme aims to foster gender and LGBT+ equality, challenge all forms of prejudice, discrimination and bullying. We are respectful of how pupils choose to identify themselves, understanding that their sexual orientation and gender identity may be 'emerging'.

Right to be excused/ withdrawn from sex education

Parents have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory RSE. This right does not apply to relationships education, health education or science.

Parents should make their request to the Headteacher. Before granting any such request the Headteacher will discuss the request with the child's parents, therapist, social worker and care team, and, as appropriate, with the child to ensure that their wishes are understood and to clarify the nature and purpose of the curriculum. A record will be kept of this process along with the decisions made.

In this discussion, the Headteacher will ensure parents understand the benefits of receiving this important education and any detrimental effects that withdrawal might have on the child. This could include any social and emotional effects of being excluded, as well as the likelihood of the child hearing their peers' version of what was said in the classes, rather than what was directly said by the teacher.

Except in exceptional circumstances, the school will respect the parents' request to withdraw the child, up to and until three terms before the child turns 16. After that point, if the child wishes to receive sex education rather than be withdrawn, the school will make arrangements to provide the child with sex education during one of those terms. There may be exceptional circumstances where the Headteacher may take a pupil's specific special educational needs into account when making this decision.

Safeguarding and child protection

Effective RSE, which brings an understanding of what is and what is not appropriate in a relationship, can lead to a disclosure of a child protection issue. The school's Safeguarding and Child Protection procedures will be followed.

Statutory framework

Cambian Great Dunmow School has due regard for The Equality Act (2010); the (draft) statutory guidance Relationships Education, Relationship and Sex Education and Health Education (DfE, 2019) and Keeping Children Safe in Education (DfE, 2019).

MONITORING

The RSE programme and policy are regularly evaluated and reviewed by the PSHE co-ordinator. The views of pupils, parents, staff and governors are used to make changes and improvements to the programme on an ongoing basis.

REFERENCES

Certain points discussed in this policy may be investigated in greater detail through referring to the following policies and documents listed below:

- Child Protection and Safeguarding Policy
- Curriculum Policy
- Framework for Mental Health and Wellbeing
- PSHCE Overview
- The PSHE Education Association Programme of Study
- Education for a Connected World (DfE, 2018)