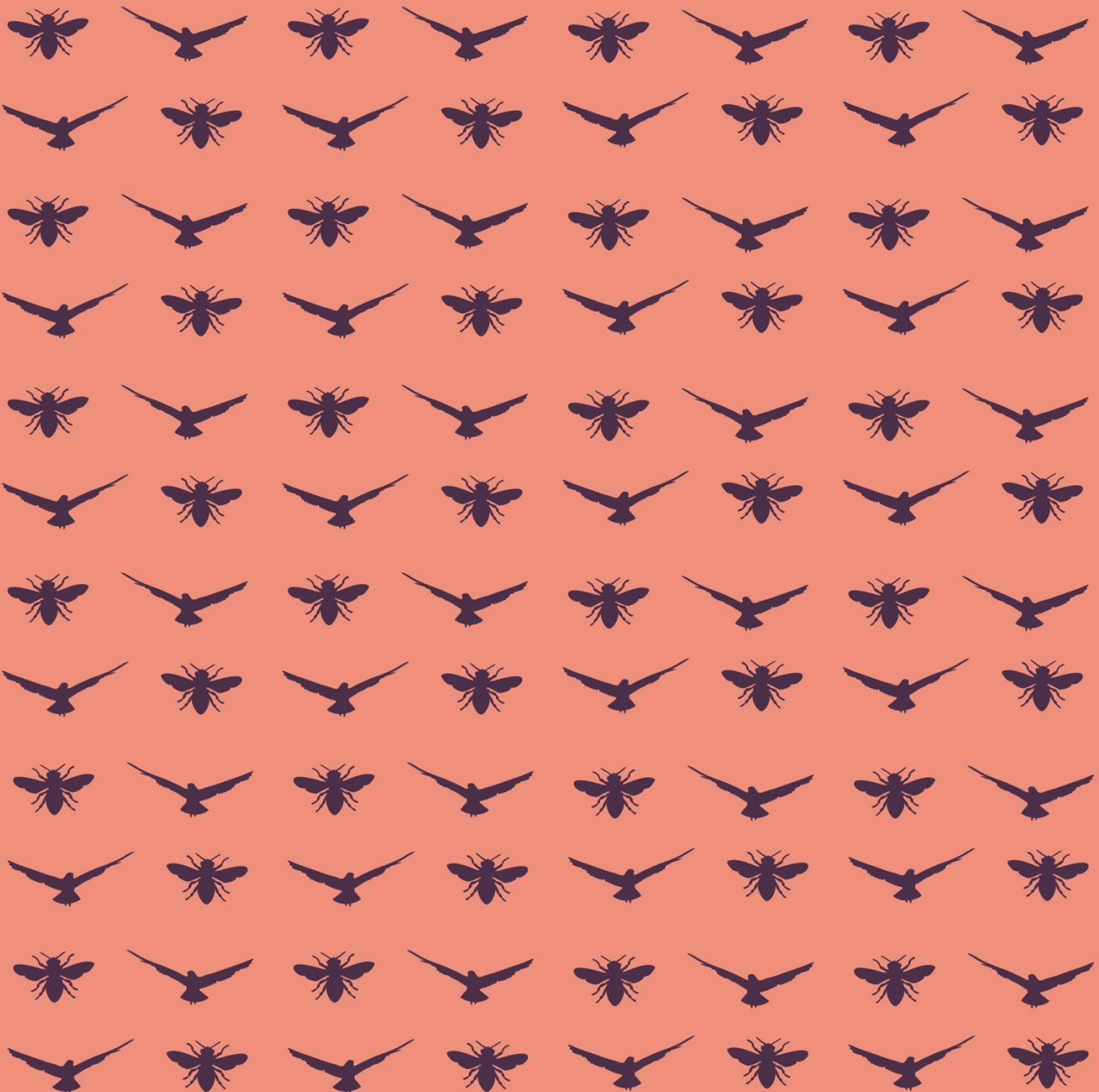


Trust Policy

Relationships and Sex Education Policy (Secondary)



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Introduction

The Nova Education Trust is aware that children and young people are growing up in an increasingly complex world and living their lives seamlessly on and offline. This presents many positive and exciting opportunities, but also challenges and risks. In this environment, children and young people need to know how to be safe and healthy and how to manage their academic, personal and social lives in a positive way.

This policy covers our approach to Relationships Education (ReE), Relationships and Sex Education (RSE) and Health Education, not only in lessons but through the attitude of our staff and pupils alike, our ethos and approach and commitment to equality both within and outside of the classroom.

We acknowledge that all young people deserve the right to honest, open and factual information to help better form their own beliefs and values, free from bias, judgement or subjective personal beliefs of those who teach them.

It will be reviewed every three years to ensure that it remains relevant to the experiences of our pupils and remains up to date with current guidance from both Government and the DFE but also.

To ensure its use, this policy will be available on the Trust policy portal for staff to refer to and to parents through individual school websites.

Aims

The aim of Relationships Education (ReE), Relationships and Sex Education (RSE) and Health Education is to give children and young people the information they need to help them develop healthy, nurturing relationships of all kinds, not just intimate relationships. As well as developing an understanding of how to be healthy both physically and mentally.

The Nova Education Trust acknowledge that in order for children and young people to embrace the challenges of creating a happy and successful adult life, pupils need knowledge that will enable them to make informed decisions about their wellbeing, health and relationships and to build their self-efficacy. NET understand that high quality, evidence-based and age-appropriate teaching of these subjects can help prepare pupils to develop resilience, to know how and when to ask for help.

Statutory Guidance

The Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019 made under sections 34 and 35 of the Children and Social Work Act 2017 make Relationships Education compulsory for all pupils

receiving primary education and Relationships and Sex Education (RSE) compulsory for all pupils receiving secondary education. The regulations also make Health Education compulsory in Academies.

We recognise that we have a responsibility under the Equality Act 2010 to ensure the best for all pupils irrespective of disability, educational needs, race, nationality, ethnic or national origin, sex, gender identity, pregnancy, maternity, religion, sexual orientation or whether they are looked after children. As a result, ReE/RSE needs to be sensitive to the different needs of individual pupils and may need to adapt and change as the pupils within the Trust change. Not only does teaching need to be sensitive of these needs, but also to help the pupils realise the nature and consequences of discrimination, teasing, bullying and aggressive behaviours or prejudice-based language.

The statutory requirements do not apply to sixth form colleges, 16-19 academies or Further Education (FE) colleges, although we would encourage them to support pupils by offering these subjects.

This policy was developed in response to:

- Statutory guidance on RSE and health education
- Keeping children safe in education: for schools and colleges
- <https://www.gov.uk/government/publications/teaching-online-safety-in-schools>
- Behaviour and discipline in schools: guidance for headteachers and staff
- Equality Act 2010: advice for schools
- Special educational needs and disability code of practice: 0 to 25 years
- Alternative provision
- Mental health and behaviour in schools
- Preventing and tackling bullying
- Cyber bullying: advice for headteachers and school staff
- Advice for parents and carers on cyber bullying
- Sexual violence and sexual harassment between children in schools and colleges
- Promoting fundamental British values as part of SMSC in schools
- National Citizen Service: guidance for schools and colleges

Links with other policies

This policy should be read in conjunction with the following Trust/Academy policies:

- Safeguarding Policy
- Anti-Bullying Policy
- E-Safety Policy
- Equality Information
- Wellbeing policy for pupils

Defining Sex and Relationship Education

Relationship and Sex Education at Secondary

Secondary schools within the Nova Education Trust will ensure that there is clear progression from what is taught in primary schools in Relationships Education. They will build on the foundation of ReE and, as pupils grow up, at the appropriate time extend teaching to include intimate relationships.

Alongside being taught intimate relationships, pupils will also be taught about family relationships, friendships and other kinds of relationships that are an equally important part of becoming a successful and happy adult.

It should enable pupils to distinguish between content and experiences that exemplify healthy relationships and those that are distorted or harmful; know what a healthy relationship looks like and what makes a good friend, a good colleague and a successful marriage, civil partnership or other type of committed relationship.

Pupils should be able to understand the benefits of healthy relationships to their mental wellbeing and self-respect and to understand that unhealthy relationships can have a lasting, negative impact on mental wellbeing.

Pupils should also be able to recognise when relationships (including family relationships) are unhealthy or abusive (including the unacceptability of neglect, emotional, sexual and physical abuse and violence including honour-based violence and forced marriage) and strategies to manage this or access support for themselves or others at risk.

All secondary schools will teach about sexual orientation and gender identity, this will be integrated into the RSE scheme of work and delivered at a timely point, in a clear, sensitive and respectful manner

It should also cover contraception, developing intimate relationships and resisting pressure to have sex (and not applying pressure). It will not encourage early sexual exploration. It should teach what is acceptable and unacceptable behaviour in relationships. This will help pupils understand the positive effects that good relationships have on their mental wellbeing, identify when relationships are not right and understand how such situations can be managed.

RSE will also enable pupils to recognise risks, harmful content and contact, and how and when to report issues to keep them safe online.

Pupils will be taught they can achieve goals and that in order to achieve those goals they must stick at the tasks despite the challenges they may face. They will also be taught the facts and the law about sex, sexuality, sexual health and gender identity in an age-appropriate and inclusive way. So that, within the law, pupils are well equipped to make decisions for themselves about how to live their own lives in the future, whilst respecting the right of others to make their own decisions and hold their own beliefs.

All Nova schools place a high priority on developing character and this work will sit alongside and within RSE.

All Trust secondary schools will consult with parents about the detailed nature of what is to be taught in RSE.

Definition of Health Education

Physical Health and Mental Wellbeing

The Nova Education Trust will ensure that pupils in its' schools are taught the information they need to make good decisions about their own health and wellbeing. Pupils will then be able to recognise what is normal for them, what is an issue and how to seek support.

It links closely to the principles of novation and the work undertaken across the trust to develop pupil characters and develop positive attitudes to learning. It aims to promote self-control and the ability to self-regulate enabling pupils to persevere and to overcome setbacks.

Health Education will ensure that pupils are aware of the changes happening to them during puberty and will raise awareness within all pupils about menstruation. As a Trust we will support our female pupils who experience period poverty.

Secondary Health Education

The focus of secondary Health Education is enabling pupils to make well informed, positive choices. To build upon the knowledge and language developed in primary schools.

Pupils will develop an understanding that humans are social beings and that outward facing activities especially those with a service element are beneficial for wellbeing.

Delivery of Relationships Education / Relationships Sex Education and Health Education

The Trust acknowledges that high-quality, evidence-based and age-appropriate teaching can help pupils prepare for the opportunities, responsibilities and experiences of adult life as well as promoting the spiritual, moral, social, cultural, mental and physical development of pupils both at school and in society.

ReE/RSE will be set in the context of a wider whole-school approach to supporting pupils to be safe, happy and prepared for life beyond school. The curriculum on relationships and sex will complement and be supported by, the Trust policies on behaviour, inclusion, respect for equality and diversity, anti-bullying, wellbeing and safeguarding.

ReE/RSE will sit within the context of the Trust's broader ethos and approach to developing pupils socially, morally, spiritually and culturally; and its pastoral care system.

The curriculum on health education will similarly complement, and be supported by, education on healthy lifestyles through physical education, citizenship, food technology, science and sport, extra-curricular activity and school food.

Each school will ensure that it appoints a ReE/RSE and Health Education Lead who will work closely with colleagues in related curriculum areas to ensure Relationships Education, RSE and Health Education programmes complement each other and do not duplicate, content covered in national curriculum subjects such as citizenship, science, computing and PE.

Secondary Education

All secondary schools within The Nova Education Trust will deliver the content set out in Appendix 2 in the context of a broad and balanced curriculum.

Effective teaching will ensure that core knowledge is broken down into units of manageable size and communicated clearly to pupils, in a carefully sequenced way, within a planned programme of lessons. This scheme of work can be found in Appendix 3 and on the website of each school as part of its' curriculum documentation.

Teaching will include sufficient well-chosen opportunities and contexts for pupils to practise applying and embedding new knowledge so that it can be used skilfully and confidently in real life situations.

Inclusion

Pupils with Special Educational Needs and Disabilities (SEND)

Relationships Education, RSE and Health Education will be accessible for all pupils.

High quality teaching is differentiated and personalised, this is the starting point to ensure accessibility for all pupils. Schools will also be mindful of the preparing for adulthood outcomes as set out in the SEND code of practice, when preparing these subjects for pupils with SEND.

The Trust is aware that some pupils are more vulnerable to exploitation, bullying and other issues due to the nature of their SEND.

Relationships Education can also be a priority for some pupils, for example some with Social, Emotional and Mental Health Needs or learning disabilities.

For some pupils there may be a need to tailor content and teaching to meeting the specific needs of children at different development stages.

Sexual Identity and Orientation - Lesbian, Gay, Bisexual and Transgender (LGBT)

We aim to deal sensitively and honestly with issues of sexual identity. All schools within the Nova Education Trust will ensure that the needs of all pupils are appropriately met and that all pupils understand the importance of equality and respect.

Individual schools will make the decision as to when it is appropriate to teach pupils about LGBT and to what extent this education will take place. This work will be integrated fully into the scheme of work.

Schools will ensure that all pupils will have been taught about LGBT issues at an appropriate level and context before they leave.

Ethnic and Cultural groups

We intend our policy to be sensitive to the needs of different ethnic groups. For some young people it is not culturally appropriate to be taught particular items in mixed group. We will respond to parental requests and concerns.

Roles and Responsibilities (including monitoring)

The Trust

The Trustees will:

- Monitor the implementation of the policy across all Schools within the Trust
- Monitor pupil progress to ensure that pupils achieve expected outcomes;
- Ensure that Schools are resourced in such a way that the Trust fulfils its legal obligations.

The Local Governing Body

The Local Governing Body will ensure:

- All pupils make progress in achieving the expected educational outcomes;
- The subjects are well led, effectively managed and well planned;
- That the quality of provision is subject to regular and effective self-evaluation;
- That the subjects are resourced in a way that ensures the Academy can fulfil its legal obligations.

Head of School

The Head of School will ensure that:

- All staff are informed of the policy and the responsibilities included within the policy;
- All teachers explore how new pedagogies and technology can be fully utilised to support subjects;
- The subjects are staffed and timetabled in a way to ensure the Trust and the Academy fulfils their legal obligations;
- The teaching of RSE is monitored to ensure that it is delivered in ways that are accessible to all pupils with SEND;
- The Academy works with parents/carers when planning and delivering RSE to pupils.
- Clear information is provided to parents/carers on the subject content and the right to request that their child is withdrawn.

Staff

All staff will ensure that:

- Ground rules are negotiated/ discussed with the group in an age appropriate manner before embarking on lessons of a sensitive nature. So that both the staff and pupils can work together in a supportive atmosphere in which all

members can speak with confidence and without fear of embarrassment, anxiety or breach of confidentiality;

- All pupils are offered the opportunity to explore ideas, situations and feelings in an atmosphere of confidence and support;
- At all times teaching will take place in the context of an explicit moral framework;
- All points of view they may express during the course of teaching RSE are unbiased;
- The teaching of RSE is delivered in ways that are accessible to all pupils with SEND;
- The emphasis of teaching RSE will always be the importance and understanding of personal relationships and the right of the individual to make informed choices;
- Issues of stereotyping, sexual equality, harassment, rights and legislation underpin the teaching of RSE;
- Where appropriate they direct pupils to seek advice and support from an appropriate agency or individual. It is inappropriate for staff to give pupils personal advice on matters such as contraception;
- Where a student has embarked on a course of action likely to place them at risk, the member of staff will ensure that the student is aware of the implications of their behaviour. The member of staff should refer any potential concerns to the Designated Safeguarding Lead.

Managing Questions and Difficult Questions

Children and Young People are likely to have many questions that may occur at any time. They tend to ask whatever is on their mind. We see this as a positive point and a sign that we have created a safe environment where children and young people feel empowered to feed their natural curiosity and learn about themselves, their bodies and the world around them. However, we acknowledge that some parents may feel uncomfortable about how particular questions may be dealt with in class.

Children and young people are better off receiving honest, open answers from safe adults in their lives, rather than it being left to the internet or other children with a smart phone. In the age of information, where children even in primary have access to tablets, smart phones and the internet (often unsupervised) it is essential that we help children and young people to recognise they are able to ask questions without judgement rather than searching for answers on the internet.

Schools will need to develop whole school strategies on what they will do if a child / young person asks a question that is not necessarily suitable for the whole class, asks a question that staff do not know the answer to or is particularly tricky or sensitive. Likewise, if they are asked a question that they know the parents will be uncomfortable with.

Teachers will answer questions openly, honestly, scientifically and factually without relying on their personal beliefs.

Teachers will not answer personal questions about themselves or ask direct personal questions of their pupils that could make either parties vulnerable.

All schools will need to ensure that all staff delivering ReE / RSE have received appropriate CPD including knowledge of the law.

Parents/Carers

The Trust acknowledge the key role that parents/carers play in the development of their children's / young person's understanding about relationships. Parents are the first educators of their children. They have the most significant influence in enabling their children / young person to grow and mature and to form healthy relationships.

All Parents/Carers will be:

- Given every opportunity to understand the purpose and content of Relationships Education and RSE;
- Encouraged to participate in the development of Relationships Education and RSE;
- Able to discuss any concerns directly with the Academy.

Right to be excused from Sex Education

Before ReE / RSE programmes are delivered in school, letters will be sent home to parents informing them of the dates the lessons will be delivered and links to the curriculum content and materials. If parents have any concerns, special circumstances we should be aware of, or would like any further information we will ensure a designated time is set for them to come into school.

Parents have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory RSE.

All Nova Education Trust primary schools will automatically grant a request to withdraw from sex education delivered outside of the science curriculum.

For secondary schools, the Trust, before granting any such request, require the Head of School to discuss the request with the parent and, as appropriate, with the child to ensure that their wishes are understood and to clarify the nature and purpose of the curriculum.

Following the discussions, except in exceptional circumstances, the Trust will respect the parents' request to withdraw their 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 should make arrangements to provide the child with sex education during one of those terms.

The Head of School will ensure that where a pupil is excused from sex education, the pupil will receive appropriate, purposeful education during the period of withdrawal.

There is no right to withdraw from the national curriculum.

A record of all requests to withdraw from RSE will be kept.

Menstruation

The onset of menstruation can be a confusing or distressing time for children if they are not prepared. The Nova Education Trust acknowledge we have a responsibility to prepare children for menstruation and make adequate and sensitive arrangements to help pupils manage their period. Especially girls / young women whose family may not be able to afford or will not provide sanitary products.

Period poverty exists in the UK and some girls / young women are forced to avoid attending school if they are on their period, when they are unable to manage it sensitively. We do not want that to be the case in our schools and will make every reasonable effort to support girls / young women to access their education and enjoy school.

Puberty is occurring earlier than ever before, and it is now not uncommon for pupils to start their periods whilst in primary school even in year 4. For this reason, we will start to deliver puberty lessons to all children from year 4

As part of these lessons all children will be told about menstruation and there will be discussion of what periods are, explanation of other symptoms associated with periods, how they can be managed hygienically, and sensitively.

Menstruation is a healthy biological function for approximately 50% of the school population. It should not be something that a person is made to feel embarrassed, shameful or be teased about. As schools, we need to treat each other with respect and empathy, and this includes changes that take place during puberty such as menstruation.

During lessons where puberty and menstruation are discussed, staff will take the opportunity to highlight the location of sanitary bins available in school, and how these are to be used.

Schools need to have menstruation kits available in school which contain sanitary products, spare underwear and plastic bags to wrap up underwear should there have been any accidents. Girls / young women will be made aware of where these

are kept and how they can be accessed through designated members of staff, including lunchtime supervisors.

When school trips or residential visits are arranged for years 4 and above provisions to deal with a girl's / young woman's period needs to be considered and added to the risk assessment and planned for.

Working with external agencies

The Nova Education Trust is aware that working with external partners can enhance the delivery of RSE and will support schools to bring in specialist knowledge and implement different ways of engaging with young people.

Where schools use external agencies, they will check the credentials of the visiting organisation and any visitors linked to the agency. Schools will also ensure that the teaching delivered by the visitor fits with the planned programme and the published policy.

Schools will work with external agencies to ensure that the content delivered is age-appropriate and accessible for all pupils. Any materials that are used as part of the delivery must be approved by the school in advance of the session.

The school will ensure that the visitor is aware of aspects of confidentiality and understands how safeguarding reports should be dealt with in line with the Trust's Safeguarding Policy.

Safeguarding, reports of abuse and confidentiality

The Nova Education Trust recognises that at the heart of ReE/ RSE, the focus is on keeping children and young people safe and acknowledges the significant role schools have in preventative education.

Teachers cannot offer unconditional confidentiality. In a case where a teacher learns from an under 16 year old that they are having or considering sexual intercourse. They will try to persuade the young person, wherever possible to talk to their parents or to medical professionals for advice. Any child protection issues should be considered and referred to a DSL if necessary.

In Nova schools, we will allow children and young people an open forum to discuss potentially sensitive issues. Such discussions can lead to increased safeguarding reports.

Pupils will be made aware of the processes to enable them to raise their concerns or make a report and how any report will be handled. This will also include processes when they have a concern about a peer or friend.

In line with the document Keeping Children Safe in Education (KCSIE), all staff are aware of what to do if a child tells them that they are being abused or neglected. Staff are also aware of need to manage the requirement to maintain an appropriate level of confidentiality. This means only involving those that need to be involved, such as the Designated Safeguarding Lead and children's social care. A member of staff will never promise a child / young person that they will not tell anyone about a report of abuse, as this is not in the best interests of the child / young person.

The involvement of the Designated Safeguarding Lead (or Deputy Designated Safeguarding Lead) will ensure that trusted, high quality local resources are engaged, links to the police and other agencies are utilised and the knowledge of the any particular local issues it may be appropriate to address in lessons.

Appendix 2: Secondary Statutory Content

Secondary Relationships and Sex Education

By the end of secondary school:

Schools should continue to develop knowledge on topics specified for primary as required and in addition cover the following content by the end of secondary:

Families

Pupils should know

- that there are different types of committed, stable relationships.
- how these relationships might contribute to human happiness and their importance for bringing up children.
- what marriage is, including their legal status e.g. that marriage carries legal rights and protections not available to couples who are cohabiting or who have married, for example, in an unregistered religious ceremony.
- why marriage is an important relationship choice for many couples and why it must be freely entered into.
- the characteristics and legal status of other types of long-term relationships.
- the roles and responsibilities of parents with respect to raising of children, including the characteristics of successful parenting.
- how to: determine whether other children, adults or sources of information are trustworthy: judge when a family, friend, intimate or other relationship is unsafe (and to recognise this in others' relationships); and, how to seek help or advice, including reporting concerns about others, if needed.

Respectful relationships, including friendships

Pupils should know

- the characteristics of positive and healthy friendships (in all contexts, including online) including: trust, respect, honesty, kindness, generosity, boundaries, privacy, consent and the management of conflict, reconciliation and ending relationships. This includes different (non-sexual) types of relationship.
- practical steps they can take in a range of different contexts to improve or support respectful relationships.
- how stereotypes, in particular stereotypes based on sex, gender, race, religion, sexual orientation or disability, can cause damage (e.g. how they might normalise non-consensual behaviour or encourage prejudice).
- that in school and in wider society they can expect to be treated with respect by others, and that in turn they should show due respect to others, including people in positions of authority and due tolerance of other people's beliefs.

- about different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help.
- that some types of behaviour within relationships are criminal, including violent behaviour and coercive control.
- what constitutes sexual harassment and sexual violence and why these are always unacceptable.
- the legal rights and responsibilities regarding equality (particularly with reference to the protected characteristics as defined in the Equality Act 2010) and that everyone is unique and equal.

Online and media

Pupils should know

- their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online.
- about online risks, including that any material someone provides to another has the potential to be shared online and the difficulty of removing potentially compromising material placed online.
- not to provide material to others that they would not want shared further and not to share personal material which is sent to them.
- what to do and where to get support to report material or manage issues online.
- the impact of viewing harmful content.
- that specifically sexually explicit material e.g. pornography presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners.
- that sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail.
- how information and data is generated, collected, shared and used online.

Being safe

Pupils should know

- the concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, forced marriage, honour-based violence and FGM, and how these can affect current and future relationships.
- how people can actively communicate and recognise consent from others, including sexual consent, and how and when consent can be withdrawn (in all contexts, including online).

Intimate and sexual relationships, including sexual health

Pupils should know

- how to recognise the characteristics and positive aspects of healthy one-to-one intimate relationships, which include mutual respect, consent, loyalty, trust, shared interests and outlook, sex and friendship.
- that all aspects of health can be affected by choices they make in sex and relationships, positively or negatively, e.g. physical, emotional, mental, sexual and reproductive health and wellbeing.
- the facts about reproductive health, including fertility, and the potential impact of lifestyle on fertility for men and women and menopause.
- that there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others.
- that they have a choice to delay sex or to enjoy intimacy without sex.
- the facts about the full range of contraceptive choices, efficacy and options available.
- the facts around pregnancy including miscarriage.
- that there are choices in relation to pregnancy (with medically and legally accurate, impartial information on all options, including keeping the baby, adoption, abortion and where to get further help).
- how the different sexually transmitted infections (STIs), including HIV/AIDs, are transmitted, how risk can be reduced through safer sex (including through condom use) and the importance of and facts about testing.
- about the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment.
- how the use of alcohol and drugs can lead to risky sexual behaviour.
- how to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment.

Health Education

Mental wellbeing

Pupils should know

- how to talk about their emotions accurately and sensitively, using appropriate vocabulary.
- that happiness is linked to being connected to others.
- how to recognise the early signs of mental wellbeing concerns.
- common types of mental ill health (e.g. anxiety and depression).
- how to critically evaluate when something they do or are involved in has a positive or negative effect on their own or others' mental health.
- the benefits and importance of physical exercise, time outdoors, community participation and voluntary and service-based activities on mental wellbeing and happiness.

Internet safety and harms

Pupils should know

- the similarities and differences between the online world and the physical world, including: the impact of unhealthy or obsessive comparison with others online (including through setting unrealistic expectations for body image), how people may curate a specific image of their life online, over-reliance on online relationships including social media, the risks related to online gambling including the accumulation of debt, how advertising and information is targeted at them and how to be a discerning consumer of information online.
- how to identify harmful behaviours online (including bullying, abuse or harassment) and how to report, or find support, if they have been affected by those behaviours.

Physical health and fitness

Pupils should know

- the positive associations between physical activity and promotion of mental wellbeing, including as an approach to combat stress.
- the characteristics and evidence of what constitutes a healthy lifestyle, maintaining a healthy weight, including the links between an inactive lifestyle and ill health, including cancer and cardio-vascular ill-health.
- about the science relating to blood, organ and stem cell donation.

Healthy eating

Pupils should know

- how to maintain healthy eating and the links between a poor diet and health risks, including tooth decay and cancer.

Drugs, alcohol and tobacco

Pupils should know

- the facts about legal and illegal drugs and their associated risks, including the link between drug use, and the associated risks, including the link to serious mental health conditions.
- the law relating to the supply and possession of illegal substances.
- the physical and psychological risks associated with alcohol consumption and what constitutes low risk alcohol consumption in adulthood.
- the physical and psychological consequences of addiction, including alcohol dependency.
- awareness of the dangers of drugs which are prescribed but still present serious health risks.
- the facts about the harms from smoking tobacco (particularly the link to lung cancer), the benefits of quitting and how to access support to do so.

Health and prevention

Pupils should know

- about personal hygiene, germs including bacteria, viruses, how they are spread, treatment and prevention of infection, and about antibiotics.
- about dental health and the benefits of good oral hygiene and dental flossing, including healthy eating and regular check-ups at the dentist.
- (late secondary) the benefits of regular self-examination and screening.
- the facts and science relating to immunisation and vaccination.
- the importance of sufficient good quality sleep for good health and how a lack of sleep can affect weight, mood and ability to learn.

Basic first aid

Pupils should know

- basic treatment for common injuries.
- life-saving skills, including how to administer CPR
- the purpose of defibrillators and when one might be needed.

Changing adolescent body

Pupils should know

- key facts about puberty, the changing adolescent body and menstrual wellbeing.
- the main changes which take place in males and females, and the implications for emotional and physical health.

Appendix 3

Newark Academy School Scheme of Work

Lead Teacher Annie Daw

Parental Consultation

Parents were made aware of;

- the changes to RSE education
- Newark Academy's RSE policy
- Newark Academy's new PD curriculum
- Newark Academy's new 'Positive relationships' and 'Healthy sexual relationships' curriculum

Personal Development curriculum

Our new PD curriculum has been re-designed and includes all RSE education. Our intent is as follows;

“Education is the most powerful weapon which you can use to change the world”

[Nelson Mandela]

The core purpose of the Newark Academy Personal Development curriculum is to ensure that our students leave us well equipped with the knowledge, understanding and emotional literacy they require to participate actively, positively, safely and responsibly in today's society.

We support and challenge **all** of our students to set high aspirations and personal goals and are committed to fostering within them the self-belief that they can make a positive difference and contribute meaningfully to their local and wider communities.

Our Personal Development curriculum is therefore designed to:

- Make serious and meaningful attempts to approach difficult **stories and scenarios** with compassion and expertise in dialogue with students.
- Equip students with **core knowledge and understanding** of vital social issues, such as racism and consent and the ability to challenge these.
- Teach and model **tolerance** of others' beliefs, life choices, religion, sexual orientation, diversity and race.
- Build **positive and respectful relationships** with other people, regardless of their background.
- Develop students' ability to assess **individual risk and personal safety** and how to respond appropriately, whatever context or situation they find themselves in.
- Engage students through a series of **carefully sequenced, age appropriate, themes** and activities.
- Develop the attitudes and attributes of a responsible and active **global citizen** such as how to help people in different countries and how to tackle issues such as climate change.
- Develop **concepts** that will unlock the content of other curriculum areas such as history, religious studies, English Literature and sociology.

- Enable students to confidently enter the **work place**, whatever their career path with advice and guidance
- Promote high level of **oracy and literacy** by encouraging students to think, speak and write with confidence and fluency.

The core content of our Personal Development curriculum is delivered through the following eight themes, and we have produced progression maps for each:

1. Positive Relationships
2. Physical health
3. Mental health
4. Media literacy and Digital resilience
5. Managing risk and personal safety
6. Bullying and abuse
7. Healthy sexual relationships
8. Careers

The Personal Development curriculum is also designed to support the **core values** of Newark

Academy. These are:



Our Personal Development curriculum is delivered through both **academic and pastoral programmes of study** and therefore is carefully mapped and sequenced across the following:

- **Newark Academy 'Active' Crew Programme.** This programme consists of a rotation of daily activities which last for 25 minutes each. Each week, and as part of this programme, students participate in a Full Crew meeting (assembly), Mini-Crew reflections, a PSHE (Personal, Social and Health Education) lesson and Register and Read (KS3 only). On a fortnightly basis, alternating each week, students also engage in either an Attitude to Learning (ATL) or 'The Day' discussion. These activities encourage self-reflection and provide our students with meaningful opportunities to develop their oracy.
 - Attitude to Learning (1-4) scores are awarded to students by their subject teachers three times per year. Students set targets each half term and reflect on these fortnightly. This time has helped establish a culture of reflection and improvement across the Academy and, through activities in Mini-Crew such as 'Circle Up', are discussed openly amongst peers.
 - 'The Day' is an online platform which directs students to information and articles relating to current and challenging topics. Our Literacy Lead selects these fortnightly tasks and discussion/literacy stems for Crew Leaders to follow.
 - Register and Read is a literacy programme which our Literacy Lead has developed and is designed to encourage reading and develop literacy skills.

- **Weekly PSHE lessons.** These sit within our Crew Programme (see above). Our **PSHE lead** has developed a seven-year programme following the guidance set out by both the PSHE Association and latest Ofsted Framework. PSHE lessons develop students' knowledge and understanding of a range of issues that fall under the three core themes of 'Health and Wellbeing', 'Relationships' and 'Living in the Wider World'.
- **Full Crew Assembly Plan.** This has been carefully designed to capture key national and international topics and themes such as Remembrance, Black History Month, Holocaust Memorial Day, Anti-Bullying Week but also to respond to school and local events and pressures and priorities as they arise.
- **Drop-Down Days.** On these alternative curriculum days our Key Stage Three and Four students follow a core PSHE theme for the whole day, such as Keeping Safe or Health/Sexual Relationships. Newark staff work with a team of external experts to deliver crucial content to our young people.
- **Careers Education.** Our Careers Lead has developed a strategic seven-year careers programme to ensure all students have access to robust and aspirational career advice at key points throughout their time at Newark Academy. Key activities relate to GCSE and A Level option choices, CV writing, interview technique and higher education advice.
- **Religious Studies lessons.** RS teachers have accessed Philosophy for Children training and teaching strategies. Within RS lessons students develop their higher order thinking, questioning and listening skills which, in turn, are incorporated in their PSHE lessons.
- **External Visitors and Agencies.** Newark Academy prides itself on the links it has established with outside organisations such as the Emergency Services or C Card and their participation in the personal development of our students greatly enhances their knowledge and understanding of a range of vital issues.
- **Enrichment.** All Newark students are encouraged to participate in a wide range of extra-curricular activities and opportunities after school. Clubs currently on offer include cricket, mindfulness and debating.

GREAT Values. Our core values of Gratitude, Responsibility, Excellence, Aspiration and Tenacity are carefully woven into everything we do at Newark Academy. They unpin our behaviour systems and the pledges of self-improvement our student make

RSE education and PD curriculum

Within PD there are two umbrella topics where RSE education will be taught; 'Positive relationships' and 'Healthy sexual relations'.

Key stage three:

- All students in years 7-9 will receive one 50-minute lesson a week in PD
- PD lessons will be led by an expert team of teachers at Newark Academy.
- All students in years 7-9 will be taught 'Positive relationships' during PD lessons
- All students in years 7-9 will receive external teaching from School of Sexual Education who are a specialist company who deliver sex

education. These lessons will take place during a drop-down day where students will 'fall off' normal timetable to take part in these sessions.

Key stage four and five:

- All students in years 10-13 will receive one 25-minute PSHE lesson a week during active crew program with their crew leader.
- All students in years 10-13 will be taught 'Positive relationships' during PSHE lessons.
- All students in years 10-13 will receive external teaching from School of Sexual Education who are a specialist company who deliver sex education. These lessons will take place during a drop-down day where students will 'fall off' normal timetable to take part in these sessions.

Positive Relationships

Our new curriculum covers the following topics across KS3-5.

Personal Development: Positive relationships Newark Academy students will be taught:

1. Identifying positive relationships	2. Understanding factors that affect positive relationships	3. The importance of positive relationships	4. How to develop positive personal relationships	5. How to make health choices regarding positive relationships
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They will therefore be able to demonstrate their understanding of:

Key Stage 3										Key Stage 4										Key Stage 5									
1. Different types of relationships and factors that affect them. Indicators of positive and healthy relationships. How the media portrays relationships.										1. The legal rights and responsibilities in the Equality Act.										1. Articulating their relationships values and apply to situations.									
2. Diversity among young people, difference between biological sex, gender identity and sexual orientations. Understanding sexual attraction and sexuality.										2. Benefits of strong and positive relationships including mutual support. Importance of stable, committed relationships and rights and protections provided. Understanding diversity in romantic and sexual attraction. How faith, cultural practices and belief concerns relationships.										2. Recognises and challenging prejudice and discrimination. To understand respect and challenge the ways different faith or cultural views affect relationships.									
3. Types and patterns of work including self-employment, employment and voluntary work. Impact of positive relationships.										3. Importance of pleasure and intimate relationships.										3. How to develop and maintain different positive relationships.									
4. What emotional attachment is and how they is shown in marriages. How the media portrays relationships and impact of this. How to clarify and develop personal values in friendships, love and sexual relationships.										4. Strategies to access reliable and accurate advice and support on relationships.										4. How to manage and maintain mature friendships, how to make new friends. How to recognise opportunities to build meaningful relationships.									
5. Importance of truth in relationships and behaviours that can undermine or build trust. How to evaluate expectations about gender roles, behaviour and intimacy within romantic relationships.										5. Understand the potential impact of the portrayal of sex in pornography and other media. To clarify the need to challenge their own values and understand how their values influence their decisions.										5. How to use constructive dialogue to support relationships. How to manage the ending of relationships safely and respectfully.									

Healthy Sexual relationships

Our new curriculum covers the following topics across KS3-5.

Personal Development: Healthy Sexual Relationships: Newark Academy students will be taught:

1. About puberty and sexual health	2. About sexual health and fertility	3. The significance of positive sexual relationships	4. About relationship values	5. The importance of respectful relationships and consent	6. About contraception and parenthood
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They will therefore be able to demonstrate their understanding of:

Key Stage 3				Key Stage 4				Key Stage 5			
Sc											
1. Strategies to manage physical and mental changes that are part of growing up e.g. menstruating and puberty				1. Strategies to access reliable and accurate support on sexual health				1. How to reduce risk of contracting or passing on STI			
2. What are STI's and how they can be spread				2. How to reduce risk of specific STI's and treatment. Diversity in sexual relationships and the Equality Act 2010.				2. How to take responsibility for sexual health, where, when and how to access.			
Sc											
3. Difference between biological sex, gender identity and sexual orientation and how these relate to positive relationships.				3. Addressing barriers to sexual health e.g. misconceptions or myths. Role of intimate relationships and orgasms. Understand the impact of porn in relationships.				3. How to articulate their relationship values, how to recognise and challenge prejudice and discrimination.			
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4. Importance of trust in relationships, evaluation of gender roles within romantic relationships				4. Value and characteristics of strong and positive relationships. Recognise and challenge if needed their own values and how they affect others				4. To evaluate emotional intimacy in relationships, how to develop and explore pleasurable relationships and how to end a relationship. Understand legal and moral responsibilities of consent and how to seek.			
5. Legal and forced marriage and the portrayal of sex in the media and how this can affect people's relationships. What consent is				5. Types of intimacy, including online and emotional and physical consequences. Where to seek help in an unhealthy relationship. Concept of consent in mature relationships.				5. Nuanced understanding of selecting appropriate contraception in different circumstances. How to understand emotional, physical and legal consequences of failing to get consent			
				Rs Sc				Cd			
6. Purpose and importance of different forms of contraception and where to access them. Risk of unprotected sex and consequences of unintended pregnancy. Nature and importance of long-term relationships for raising children.				6. Understanding health about pregnancy, how a foetus develops, how fertility can vary over time, unplanned pregnancies and miscarriages. Choosing appropriate contraception and the emotional and physical effects of an unintended pregnancy.				6. To understand young parenthood, implications of unintended pregnancy and changes to fertility with age.			