

NEW COLLEGE LEICESTER



Sex and Relationships Education Policy and Procedures

January 2010

SEX AND RELATIONSHIPS EDUCATION POLICY

BACKGROUND INFORMATION

New College Leicester is an 11-19 Community College with over 800 students. This policy statement has been produced to provide a framework for the provision of sex education within the college.

AIMS

New College Leicester believes that sex education is an educational entitlement of all students and an integral part of each student's emergence into adulthood. We aim:

- To equip students with a body of knowledge on sexual matters that will support informed decision-making
- To foster self-esteem and encourage students to develop a sense of personal and moral responsibility which should continue into adulthood
- To challenge students' prejudices in order to encourage respect and consideration for other groups who may have a different ethnic, religious or alternative view points
- To ensure that students understand the laws relating to sexual behaviour and the consequences of their decision making

CONTENT

Sex education provides knowledge and encourages the acquisition of social skills and attitudes, which will allow students to manage their lives in a responsible and healthy way.

For the most part sex education in New College Leicester is included within the Personal, Social and Health Education (PSHE) programme, Religious Education and Science.

The content includes:

- Body knowledge
- Human growth and development
- Parenting, families and life cycles
- Relationships
- Sexuality, sexual identity and self-esteem
- Child protection and safety
- Personal and Social Skills
- Sexually transmitted infections including HIV/AIDS
- Contraception and safer sex

ORGANISATION

Sex education is coordinated by the Head of PSHE who has overall responsibility for the planning, implementation and review of the programme.

a) Delivery is through:

- The planned PSHE programme for all students in Years 7-13
- Planned aspects of Religious Education and Science. Consequently, close links are maintained with both the Head of Religious Education and the Head of Science
- The broader curriculum context where often moral and ethical issues are raised

b) Teaching approaches and the use of Ground Rules

A variety of teaching approaches are used to allow students access to relevant information, to enable moral issues to be explored through discussion and to acquire appropriate skills. These approaches may include discussion, theatre in education, video/film and talks from external providers. It is expected that staff should agree a set of ground rules with students prior to sex education. Such rules should minimise embarrassment, distress and unconsidered or unintended personal disclosures. All teaching and lessons will have clear objectives and be part of an agreed scheme of work.

c) Student groupings

Within the PSHE programme students are taught in mixed ability and mixed gender groups. On some occasions students will be taught in single gender groups.

d) Resources & Staff involvement

A wide range of teaching resources is available to teachers and where possible the expertise of outside agencies will be utilised. All teaching resources are also available for inspection by parents through prior arrangement with the Year Head. It is important that staff feel comfortable with both the subject matter and the resources in use. Consequently, opportunities for training and support for staff will be offered through the in-service training programme.

e) Key People are:

Position	Remit	Name
i/c PSHE	Oversight and organisation of all sex and relationship education within the PSHE/tutorial teaching time. Maintenance monitoring and evaluation of the Scheme of work for PSHE/Tutorial time.	Suzanne Whiston
Vice principal i/c Pastoral	Support for i/c PSHE, oversight of the programme	Alan Maddox
Health Worker	Provides information signposting for health issues including sexual health. Works with young parents and pregnant school girls	
Student Engagement Office	Provides information signposting for health issues including sexual health. Links to school nursing service which provides sessions for SRE.	

National Healthy Schools Coordinator	Oversight of all health issues links SRE with the 'Big Picture' of health in the school.	
Heads of Year	Have oversight of the Year PSHE programme and responsibility for monitoring and evaluating its delivery.	
Tutors	Work with their tutor groups delivering PSHE, including some elements of SRE. Supportive 'first stop' relationship with the tutor group.	
Child Protection Officer	Ensures child protection issues are dealt with according to protocols.	Alan Maddox
Youth Worker	In charge of local youth work and works out of the youth centre adjacent to New College. Offers Monday lunch time drop in health sessions.	

SPECIFIC ISSUES

- a) Confidentiality and Advice
Students will be made aware that some information cannot be held confidential and made to understand that if disclosures are made certain actions may ensue. At the same time students will be offered sensitive and appropriate support.
- b) Handling 'Contentious' Issues
As part of the sex education programme issues such as HIV/AIDS, sexuality, the use of contraceptives and abortion are addressed. Facts will be presented in an objective and balanced way and students will be made aware of the difference between fact, opinion and religious belief.
- c) Parents/Carers
Parents/Carers have the right to withdraw their children from all or part of the sex education programme. Parents/Carers wishing to exercise this right are asked to inform the appropriate Head of Year if their concerns relate to the PSHE programme and the respective Head of Department if their concern relates to units of study within Science or Religious Education. Any complaint concerning sex education can also be made to the Principal of the College.
- d) Students
Students who miss SRE sessions will be given the opportunity to attend at another time.

HIV AND AIDS

New College is committed to Equal Opportunities for all its staff and students. We are also committed to protecting and promoting the health of all members of the school community.

We expect all members of the school community to respect the rights of all other members of the school community and to show care for each other at all times.

In accordance with WHO recommendation, this policy will be reviewed and monitored in the light of new epidemiological information.

We recognise that HIV is not spread through ordinary social work contact. It is not spread by touch, or through water or air, or by coughing or sneezing. No one can be infected by working with someone infected with HIV or someone who has AIDS, or by sharing ordinary, everyday utensils and appliances such as cutlery, glasses, plates, telephones, toilets or washing facilities.

Because HIV is not easily transmitted in the workplace, standard hygiene and first aid precautions will protect both the casualty and the first aider. The standard precautions first aiders already take to avoid infections such as hepatitis will be equally effective against HIV.

STAFF

There will be no discrimination in recruitment against applicants internally or externally on the grounds that the applicant is HIV positive or has AIDS.

Applicants who are deemed fit at the time of interview will not be refused an offer of work because they are HIV positive or have AIDS.

If it becomes known that a member of staff is HIV positive, or a member of staff acquires HIV or develops AIDS during employment, the school will provide adequate support. In addition it will make any reasonable arrangements to allow work to be continued, on the grounds that continued work may maintain confidence and social contact and, therefore, allow the employee with HIV/AIDS to fight his or her illness with more dignity.

Staff will not be dismissed because they are HIV positive or have AIDS, or redeployed to alternative employment, unless they request it or medical advice states that it is in his or her interest.

Requests for special leave for those who care for people with AIDS-related diseases will be considered according to the LEA policy on special leave.

No member of staff will ever be required to take an HIV antibody test.

There will be no victimisation of an employee who is HIV positive or who has AIDS by other staff. Should victimisation occur, the medical facts about HIV and AIDS will be made available to the offending member of staff and s/he will also be given the opportunity to receive further counselling or advice about the condition.

No one will be denied a service or benefit to which they are entitled because they are HIV positive or have AIDS.

Under normal circumstances, there is no risk of HIV transmission at work. However, the school will review all appropriate practices to ensure that all employees are adequately protected from HIV infection. This will be reviewed in the light of any new information.

CONFIDENTIALITY

Employees who are HIV positive or have AIDS are not required to inform the school or LEA. However, if it becomes known that an employee has HIV or AIDS, confidentiality will be maintained. Deliberate breaches of confidentiality by any other employee may constitute a disciplinary matter.

It is recognised that full support may only be offered by the school if the employee feels able to discuss the situation in complete confidence, with the LA personnel department. We hope that employees would be able to avail themselves of this support. Specialist professional support can be made available to the employee where the LA personnel department is aware of the situation, if the employee wishes.

STUDENTS

We will ensure that our SRE/PSHE programme contains up to date information on HIV and AIDS.

There will be no discrimination in the admission of students on the grounds that a student is HIV positive or has AIDS.

In the event of the school being told that a student is HIV positive or has AIDS, we will consult both the student and his/her parent(s)/carer(s) to see which staff, if any, they would like informed. We will respect the student's and parent's wishes over all issues of confidentiality.

Specialist professional support can be made available to the parent/carers and/or his or her parents/carers, should it be requested.

Reproduced courtesy of: Leicestershire AIDS Support Services (LASS)
53 Regent Road
Leicester
LE1 6YF
Tel: (0116) 2559995
www.lass.org.uk

MONITORING, EVALUATION AND REVIEW

Sex Education will be monitored by the Vice Principal with the coordinator of PSHE, and the Head of both the Science Faculty and the Head of the Religious Education Department. Its success will be evaluated annually and this will include student opinion.

DISSEMINATION OF THE POLICY

The policy statement is available on request to all parents/carers or other interested bodies.

LINKS WITH OTHER POLICIES

- Equal Opportunities
- Anti-bullying
- Child Protection

REVIEW

This policy will be reviewed annually and amended as necessary.