



19th May 2021

Dear Parents and Carers

Re: Draft RSE Policy

As a part of your child's education at St. Mary's, we promote personal wellbeing and development through a comprehensive Personal, Social, Health and Economic (PSHE) education programme.

PSHE education is the curriculum subject that gives children the knowledge, understanding, attitudes and practical skills to live safe, healthy, productive lives and meet their full potential. The Department for Education has announced changes to Relationships and Sex Education (RSE) following nationwide consultation and all schools will be required to comply with the updated requirements. This means that we have been reviewing our RSE curriculum and policy so we can be sure our RSE provision is appropriate for our pupils.

During the course of the year, your child will be taking part in lessons that will include the relationships and sex education (RSE) aspect of this programme. Lessons will be taught in age appropriate ways that reflects the children's maturity.

Content will cover concepts relating to:

- Healthy relationships, including friendships
- Families
- Growing and changing, including puberty and personal hygiene
- Keeping safe
- Sexual reproduction, including knowledge of the sexual organs, conception and birth

All RSE teaching takes place in a safe learning environment and is underpinned by our school ethos and values.

We would like to invite you to read our updated draft RSE policy (which is available on the school website) to find out more about what your child will learn. As a school community, we are committed to working in partnership with parents. **The policy will therefore be available for consultation until Friday 28th May 2021.**

We welcome any questions/comments via email to headteacher@stmarys.leics.sch.uk. When replying by email please type RSE Consultation in the subject line. Once we have considered all the feedback, the finalised Relationships and Sex Education Policy will be adopted and uploaded to the policies page of the school's website.

The following website provides more information: Department for Education - Relationships education, relationships and sex education (RSE) and health education; frequently asked questions link <https://www.gov.uk/government/news/relationships-education-relationships-and-sex-education-rse-and-health-education-faqs>

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Re: PHSE – introduction of the ‘Everyone’s Welcome’ programme

At St. Mary’s, we are committed to preparing our children for life in the diverse society, which is modern Britain today. We are proud to be an open and inclusive school, connected to an open and inclusive church which embraces equality and diversity - something that is strongly reflected in our core vision, values and ethos. Therefore, in order to enable us to further promote an ethos of inclusion and tolerance, we have decided to incorporate the Local Authority’s ‘Everyone’s Welcome’ programme into our PSHE lessons.

What is ‘Everyone’s Welcome’?

‘Everyone’s Welcome’ is a whole school approach that uses the ‘No Outsiders’ resources and framework to teach children about equality and diversity, in line with British Values, Ofsted guidelines and the Equality Act (2010). ‘No Outsiders’, a scheme that provides teachers with a curriculum that promotes equality for all sections of the community, was written originally in 2015 by practising Deputy Headteacher, Andrew Moffat. His work to promote equality has been globally celebrated.

Further information about the No Outsiders approach can be found at <https://no-outsiders.com/about-us>

Local Authority Pilot

Leicester City Council and Leicestershire County Council jointly piloted the ‘No Outsiders’ resource in several local primary schools in 2018. Following the success of the pilot, they now offer their ‘Everyone’s Welcome’ training and support package to all schools in the County.

The Law

The Equality Act (2010) requires that schools promote all aspects of difference and diversity. It is a legal requirement for schools to eliminate discrimination based on the protected characteristics: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy or Maternity; Religion or Belief; Race; Sex; Sexual Orientation.

Teaching and Learning Approaches

The ‘Everyone’s Welcome’ programme uses storybooks, lesson plans and assemblies to create and support the development of a whole school community that embraces and celebrates all forms of difference. The scheme includes five lesson plans for every primary school year group (EYFS - Y6) based upon a selection of 35 picture books. Issues addressed include gender and gender identity, religion, sexual orientation, disability and age.

Benefits to pupils

Our commitment to community cohesion through promoting understanding and acceptance of difference means that the programme will enhance our current PSHE work exceptionally well. It will provide a whole school approach that promotes and celebrates diversity and will help us to create an environment where children feel happy and excited about living in modern Britain.

Benefits to pupils will include:

- Increased self-esteem from a feeling of belonging
- Resilience from knowing who they are
- Preparation for life in modern Britain
- Reduce potential for radicalisation
- Whole school approach with difference and diversity celebrated throughout the school

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Scheme Overview – Learning Objectives:

EYFS	YEAR 1	YEAR 2
<ul style="list-style-type: none"> To say what I think To understand it's ok to like different things To make friends with someone different To understand that all families are different To celebrate my family 	<ul style="list-style-type: none"> To like the way I am To play with both boys and girls To recognise that people are different ages To understand that our bodies work in different ways. To understand that we share the world with lots of people 	<ul style="list-style-type: none"> To understand what diversity is To understand how we share the world To understand what makes someone feel proud To feel proud of being different To be able to work with everyone in my class

YEAR 3	YEAR 4	YEAR 5	YEAR 6
<ul style="list-style-type: none"> To understand how difference can affect someone To understand what 'discrimination' means To find a solution to a problem Use strategies to help someone who feels different To be welcoming 	<ul style="list-style-type: none"> To know when to be assertive To understand why people choose to get married To overcome language as a barrier To ask questions To be who you want to be 	<ul style="list-style-type: none"> To learn from our past To justify my actions To recognise when someone needs help To appreciate artistic freedom To accept people who are different from me 	<ul style="list-style-type: none"> To promote diversity To stand up to discrimination To challenge the cause of racism To consider how my life may change as I grow up To recognise my freedom

When will we start using the 'Everyone's Welcome' lesson plans?

We intend to launch specific activities from the 'Everyone's Welcome' programme in the Autumn Term 2021. By using these activities, our aim is that our children leave primary school happy and excited about living in a world full of difference and diversity, whether that difference is through ethnicity, gender, ability, age, sexual orientation or religion.

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Misconceptions about the No Outsiders Programme

During the year, we will share relevant books with pupils during PSHE and Literacy lessons. There are some books that specifically reference the Lesbian, Gay, Bisexual, Transgender and (LGBT+) community - for example 'And Tango Makes Three' and 'Mommy Mama and Me'.

Sadly, when Andrew Moffat launched 'No Outsiders' across many Birmingham schools a couple of years ago, media headlines focused on the protests from some parents who were unhappy that the lessons featured books depicting same sex relationships. Please be assured however that this programme is not about sex education. Rather, it is about providing our pupils with the information and help they need both to make and maintain strong relationships with each other irrespective of their differences and to understand the increasingly diverse world beyond school. It is about mutual respect, about knowing that it is okay to be different.

Parental Consultation

As a school community, we are committed to working in partnership with parents. Therefore, we would like to gain your views through a written response with regards to what is being taught through the 'Everyone's Welcome' programme.

- As it is not currently possible to host an information session for parents or have you into school to look through the books, we have prepared a virtual library of books for your convenience. This is on the school website under the 'Everyone's Welcome!' tab.
- Additionally, for total openness and transparency, we have uploaded four lesson plans onto the website that in my opinion are the only books which could be viewed as potentially 'challenging' by some parents. These books contain the most contentious ideas explored in Key Stage 2 and therefore by looking at the lesson plan, you are able to make an informed judgement about suitability for your child.

The consultation process will be open until Friday 28th May 2021. If you are happy with the programme, then you do not need to respond. However, we welcome any questions/comments via email to headteacher@stmarys.leics.sch.uk. When replying by email please type 'Everyone's Welcome' in the subject line.

Your views will be treated confidentially. We would ask that your responses are factual and cannot be perceived to be derogatory or discriminative against any of the protected characteristics of the Equality Act.

Following on from the consultation process, we will then form a working party if necessary, which will begin to look through any written responses we receive. The working party will have parent representation via our Governing Body, ensuring that the parent voice is strong in the decision-making process.

Kind regards



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