

*Note the programme outlined in this policy is for each school to amend in accordance with its delivery of education, and as such each policy will be different. The introduction and aims and principles are reviewed by Executive only.*



EMMANUEL  
SCHOOLS FOUNDATION

## Relationships and Sex Education



Last review: March 2022  
Board Approved: Part A currently under review  
Next review: March 2023

# Introduction

Part A of this RSE Policy is common to all schools within ESF; Part B provides more detail concerning where and when particular topics are taught at your child's school.

## **Part A**

### **Welcome**

We want every child, whatever their background, to feel loved, valued and welcomed in their school. We see RSE as a vital part of the education of character and seek to live out our ESF Core Values (love, wisdom, fairness, self-control, courage, humility, integrity) in all we do. At Emmanuel Schools Foundation (ESF), we provide an education of character that is underpinned by our Christian ethos. Our students learn to practise mutual respect and tolerance and we encourage them to go further and to practice the greatest virtue by loving one's neighbour as oneself<sup>1</sup>. We believe that human beings are uniquely made in the image of God and therefore relationships are of central importance for us. At the heart of the Gospel lies the possibility of a restored relationship with God; alongside this comes an emphasis on positive, healthy relationships between human beings. We take positive action to build a healthy culture characterised by respectful relationships with discrimination, of any kind, not tolerated.

### **Respecting Parents and Children**

We believe in the importance of families and respect parents as the 'first educators' of their children and encourage parents to teach their children about relationships and sex before they learn about it at school, or from any other source. We invite parents to discuss what will be taught and to support parents in managing conversations with their children on these issues. We will consult with parents locally to ensure this RSE policy meets the needs of children and parents and reflects the community served by your child's school. Teaching in RSE reflects the law (including the Equality Act 2010) as it applies to relationships, so that young people clearly understand what the law allows and does not allow, and the wider implications of decisions they may make. In the primary years, we provide 'Relationships Education' and also 'Sex Education'. In the secondary years, we provide 'Relationships and Sex Education'. School principals will automatically grant a request to withdraw a pupil from any Sex Education delivered in primary schools, except where it is part of the science curriculum. In Sex Education, we consult parents before the final year of primary school about the detailed content of what will be taught. Parents have the right to request that their child be withdrawn from some or all of 'Sex Education' and the school will respect the parents' request to withdraw the child up to and until three terms before the child turns 16, after which, if the child wishes to receive sex education, rather than be withdrawn, we will make arrangements to provide the child with sex education during one of those terms.

### **Preparing for Life in Modern Britain**

Our country comprises people with diverse worldviews and identities – sexual, political, ethnic, cultural and religious – and widely varying practices. Students learn to respect and live peaceably with those who hold different, even mutually exclusive, views and orientations. We ensure there is no stigmatisation of children based on their home circumstances and reflect sensitively that stable, caring relationships, may be of different types. As a Trust with a Christian ethos we affirm the value and importance of Christian marriage. In British law marriage is between two consenting adults but many Christian churches understand the Bible to teach that marriage is the union of one man and one woman for life. As well as this being the position of the Church of England<sup>2</sup> and the Roman Catholic Church, it is also the teaching of other faiths. We comply with the Equality Act 2010, under which sexual orientation and gender reassignment are amongst the protected characteristics. Throughout RSE, we explore the healthy features of all relationships (such as mutual respect, trust, honesty, support, fairness, having one's own identity, good communication and enjoyment). We seek to help young people to think through the choices they face in the realm of their relationships. We want them to consider the differing perspectives about what is the best and the right way to live and we emphasise the importance of character<sup>3</sup> and the need to take responsibility for others as well as ourselves.

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<sup>1</sup> Matthew 22:37–40: "Love the Lord your God with all your heart and with all your soul and with all your mind.' This is the first and greatest commandment. And the second is like it: 'Love your neighbour as yourself.' All the Law and the Prophets hang on these two commandments." (New International Version)

<sup>2</sup> <https://www.churchofengland.org/about-us/structure/churchlawlegis/canons/section-b.aspx> Canons of the Church of England Section B: 30 *Of Holy Matrimony* 1. The Church of England affirms, according to our Lord's teaching, that marriage is in its nature a union permanent and lifelong, for better for worse, till death them do part, of one man with one woman, to the exclusion of all others on either side...

<sup>3</sup> Pike, M.A. (2017) British values and virtues: schooling in Christianity and character, *British Journal of Religious Education* (published online 3 Aug 2017).

## Intimate Relationships

In the secondary years, in addition to developing the knowledge specified in DFE Guidance<sup>4</sup> for primary years, RSE lessons cover contraception, developing intimate relationships and resisting pressure to have sex (and not applying pressure). We teach the values of families and what is acceptable and unacceptable behaviour in relationships. In ESF schools we describe the advantages of abstinence and self-control. Our students will understand that there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressuring others; that they have a choice to delay sex or to enjoy intimacy without sex. Drawing upon a Christian sexual ethic, we express good reasons to say no to sex, but also a vision of the ideal context for saying yes to sex. We teach our students the facts and perspectives about sexual orientation and gender identity in an age appropriate and inclusive way. We teach the full range of contraceptive choices, efficacy and options available; the legal choices permitted and moral perspectives in relation to pregnancy with medically and legally accurate information and moral perspectives on these. With regard to sexual health our students will know how the different sexually transmitted infections (STIs), including HIV/AIDs, are transmitted, how risk can be reduced; and how the use of alcohol and drugs can lead to harm. They will also know to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment. We teach our students that the principles of healthy relationships also apply online. Living in a digital world requires wisdom to navigate social media and also face-to-face relationships<sup>5</sup>. Our students are taught how to keep safe online which includes how to recognise risks, harmful content and contact, and how and to whom to report issues. Students learn about cyberbullying and understand the impact of viewing harmful content and sexually explicit material e.g. pornography presents a distorted picture of sexual behaviours and can damage the way people see themselves in relation to others. Students are clearly taught that the sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail. Our students are taught how to keep safe online which includes how to recognise risks, harmful content and contact, and how and to whom to report issues

### Aims and Principles

We nurture: 1. *Knowledgeable* students who have a sound knowledge of physiological and biological aspects of sex and reproduction 2. *Thoughtful* students who reflect with maturity on the differing perspectives on relationships and sexual ethics 3. *Discerning* students who are empowered to make wise choices in life relating to relationships, sex and sexuality 4. *Confident* students who have an appreciation of their own self-worth and know where they can turn for help and advice 5. *Selfless* students who put the interests of others before their own. *Our RSE programme will be:*

1. **Age appropriate** We seek to ensure that our delivery will be structured so as to protect children's innocence without compromise to clarity.<sup>6</sup>
2. **In partnership with parents/carers** Our relationships and sex education will be significantly more effective as parents also spend time discussing the issues with their children.
3. **Pastorally sensitive** We are fully aware also of the diversity of views on moral issues that exists in the modern world and our aim is to be entirely sensitive in areas where there is disagreement.
4. **Consistent with our ethos** We affirm the value, worth and dignity of all, regardless of their views or their moral decisions; as such, we will treat all of our students with care and compassion.<sup>7</sup>
5. **Well planned and expertly delivered** We seek to ensure that experts deliver our relationships and sex education, and we prize a delivery that communicates the facts clearly.

<sup>4</sup> *Relationships Education, Relationships and Sex Education (RSE) and Health Education* (DFE, 2019)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/805781/Relationships\\_Education\\_Relationships\\_and\\_Sex\\_Education\\_RSE\\_and\\_Health\\_Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/805781/Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education.pdf)

<sup>5</sup> Sherry Turkle *Alone Together* pp.11-12, Basic Books, 2001 'We build a following on Facebook or MySpace and wonder to what degree our followers are friends...suddenly, in the half-light of virtual community, we may feel utterly alone... Sometimes people experience no sense of having communicated after hours of connection...'

<sup>6</sup> In its March 2017 policy statement the Government expressed its commitment 'to ensuring that the education provided to pupils in Relationships Education and RSE is appropriate to the age of pupils and their religious background'.

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/595828/170301\\_Policy\\_statement\\_PSEv2.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/595828/170301_Policy_statement_PSEv2.pdf) (p.4)

<sup>7</sup> See t British Values Policy: LINK NEEDED

## Part B

### Programme:

#### *Starting out...*

In years 7 and 8 students consider what human beings are and the influences on us as we grow up, how to appreciate, establish and build healthy relationships in all areas of life, how we make decisions relating to the best and the right way to live, and they are introduced to adult relationships.

#### **Year 7: science**

In science students study the topic: **reproduction in animals**.<sup>8</sup> Students gain a knowledge of the biological mechanism of sexual reproduction in humans and the physical changes that take place during puberty. Curriculum subject matter includes: gametes and fertilisation; the structure and function of the male and female reproductive systems; the menstrual cycle (without details of hormones); gestation and birth, to include the effect of maternal lifestyle on the foetus through the placenta.

#### **Year 7: RSE**

In **RSE** students consider the following:

**1. The nature of human beings:** the nature and value of all human beings – whatever they choose to believe or however they choose to behave – as created in God’s image and therefore intrinsically precious; the importance of how we treat others (family/friends/acquaintances/colleagues/strangers); the importance of how we treat ourselves (including our minds & the way we think) and self-esteem.

**2. Friendships:** how to establish and grow healthy relationships with our friends.

**3. Identity and image** Identity: the factors that shape our identity: *what makes me who I am? Where do I find worth, value and security? How do I handle feeling insecure? How should I see myself?* Image: media representations of beauty and the difference between the images we are presented with – via the media/TV & film/online – and reality. The importance of self-respect and respect for others, and of taking responsibility for oneself as well as for others.

#### **Year 7: online safety**

The online safety curriculum<sup>9</sup> covers the following: password security; health and safety when using computers; an introduction to online reputation<sup>10</sup>; an introduction to cyberbullying; content selection and copyright.

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<sup>8</sup> Science topics are taught in rotation: all year 7 students cover the *reproduction in animals* topic before the February half-term holiday.

<sup>9</sup> Alongside the content delivered in science and in relationships and sex education, an online safety curriculum is taught in key stages 3 and 4. In years 7 and 8 the teaching of online safety takes place during students’ business education lessons.

<sup>10</sup> An ‘internet etiquette’ session is delivered to students in years 7-9 who have experienced issues in this area. Based on the *Thinkuknow* session **Your Digital Tattoo**, it aims to develop students’ understanding of the concept of ‘online reputation’ and the various possible consequences of sharing content online, and knowledge of ways to get unwanted content removed from the internet.

## Year 8: RSE

In RSE students consider the following:

**1. The importance of families and parents:** the importance of appreciating/honouring your parents/carers; the possibility of rich family experiences in addition to those with your mother & father; the idea that *'it takes a village to raise a child'*: respecting & valuing grandparents and the elderly within your community; a visit to ESF schools by senior citizens from the local community.

**2. An introduction to adult relationships:** the beauty and challenge of **singleness**; the importance of commitment in **intimate relationships**; the seriousness of engaging in, and the benefits of delaying, sexual activity. Some key questions: *How do we decide what is right and wrong generally? Where do we look to for information on the facts and the moral choices we face? What does the law say about sexual intercourse?*

**3. Sex and the way we speak as well as act** Language: the importance of the way we speak about other people (when they are present and when they are absent); the casual use of sexualised terms; unacceptable homophobic comments; the zero tolerance approach towards bullying at ESF; the importance of boundaries; *What do we do if something is concerning us (personally or in relation to a friend)?*

## Year 8: online safety

The online safety curriculum covers the following: digital literacy; online contact; cyberbullying and reporting; reliability of information.

*Thinking further...*

In years 9 and 10 students consider the issues relating to sexual relationships in greater depth; including, in science, the facts concerning sexually transmitted infections and contraception, and, in SRE, the issues relating to the nature of sex, when it is right to engage in sexual activity and how to live well in light of the pressures of the modern world.

## Year 9: biology

In **biology** students study the topic: **infection and response**. *Context:* this topic introduces students to concepts relating to communicable disease; in doing so a variety of diseases are studied, such as measles, salmonella and malaria, alongside which sexually transmitted infections are considered. Curriculum subject matter includes: explaining how the spread of diseases can be reduced or prevented, including HIV and Gonorrhoea; explaining the use of antibiotics and other medicines in treating disease.

## Year 9: RSE

In RSE students consider the following:

**1. (What humans are and) what sex is:** a good gift from a good God (cf. the notion that sex is a bad thing); dealing with misconceptions: sex is not as it is sometimes portrayed (including by Christians/the church at times). The right context for sex: *when is it good/right to have sex? What different views do people hold?* The traditional Christian view (including what the major churches say): singleness and celibacy, abstinence until marriage, lifelong marriage with sex for intimacy and procreation; other religious views on marriage; civil marriage; civil partnerships (since 2004) & civil marriage (since 2013); cohabitation; exclusive (non-cohabiting) relationships; sex outside of a committed relationship (with a stranger/paying for sex); sex alone; the issue of monogamy & polygamy. *What is the law in the UK about sexual activity and marriage?*

**2. Purpose:** *What is the purpose of sex? Can it ever be 'just sex'?* Sex is more than a physical act: it is a mental/emotional/spiritual act and, as such, always matters; it is about creating and maintaining a lifelong bond.<sup>11</sup> Key issue: *What level of commitment should there be before I have sex with someone else?* Key question: *What are the benefits of delaying sex for a committed relationship?* The notion of delayed gratification and the benefits of delaying sex until a relationship of real commitment: it serves to *protect* us and to *provide* for us. The notion of marriage as a covenant in which two people give themselves to each other.

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<sup>11</sup> The Roman Catholic Church teaches that there must always be the possibility of new life after sexual intercourse; the majority Protestant view is that sexual intercourse is as concerned with intimacy as procreation.

**3. Consent:** the meaning of consent; the law on consent, the attitudes that exist in today's world; sexual abuse & exploitation; bullying, harassment & violence against women; forced marriage. Key questions: *How do we deal with unwanted physical contact (from people we know as well as strangers)? How do we deal with a situation in which someone is being pressured into engaging in sexual activity they do not want? What do we do if something is concerning us (personally or in relation to a friend)?*

### Year 9: online safety

The online safety curriculum<sup>12</sup> aims to develop students':

**1. Speed friending:** critical understanding of the nature of 'friending' online; skills and confidence in evaluating the reliability of online information, identifying concerning or risky online behaviour, and applying safety messages during interactions.

**2. Things you see online:** awareness of the impact of some kinds of online content on self-esteem and image, and sensitivity to the vulnerabilities of others; knowledge of sources of support for those upset by something they have seen online.

### Year 10: biology

In **biology** students study the topic: **homeostasis**. *Context:* the human body responds to internal and external changes through the nervous system and endocrine system; the latter employs chemical messages called hormones; the production of specific hormones affects fertility. Applications of this knowledge include the role of hormones in fertility treatment and contraception. Students would be required to develop skill in evaluating associated personal and social implications, making decisions based on the evaluation of evidence and arguments. Curriculum subject matter includes: knowledge of fertility being controlled by a variety of hormonal and non-hormonal methods of contraception; descriptions of the roles of hormones in human reproduction, including the menstrual cycle; evaluating the different hormonal and non-hormonal methods of contraception; explaining the use of hormones in modern reproductive technologies to treat infertility (higher tier only).

### Year 10: RSE

In **RSE** students consider the following:

**1. Contraception:** *what is it, what different methods are there & what different ideas exist about when it is right to use it?* Types of contraception: artificial contraception, emergency contraception, natural family planning or natural contraception; arguments about the use of contraception; the unexpected consequences of sexual activity, such as sexually transmitted infections and unplanned pregnancies, and avoiding the unwanted consequences (alcohol etc.)

**2. Enjoying healthy relationships** *In intimate relationships:* right expectations; trust; commitment; communication; clarity; friendship; depth; love; self-giving and sacrifice; time; compromise. *Peer & media pressure: are we always being told the truth or is there, at times, some kind of distortion? Is everyone having sex and am I missing out? Relationships with friends and in other relationships in adulthood:* with friends; at work; in the local community.

**3. Sex and the way we think** How to think about and respond to the sexualisation of society (& the increased sexualisation of children); the commodification of sex and the objectification of others: pornography<sup>13</sup>; online relationships: the internet, social media and respecting others and yourself; healthy and wise online relationships/interactions, and staying safe online.

### Year 10: online safety

The online safety curriculum aims to develop students':

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<sup>12</sup> In years 9 and 10 the teaching of online safety is delivered by a trained team in a series of discrete classroom sessions. The sessions utilise activities from Thinkuknow ([www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)), an education programme from Child Exploitation and Online Protection (CEOP), a command of the National Crime Agency.

<sup>13</sup> A Childline survey (2015) of 2000 young people aged 11-17 found: 1 in 5 children aged 12-13 think that watching porn is normal behaviour; nearly 1 in 10 children aged 12-13 are worried they might be addicted to porn; around 1 in 5 of those surveyed said they'd seen pornographic images that had shocked or upset them; 12 percent admitted to making or being part of a sexually explicit video (<http://researchbriefings.parliament.uk/ResearchBriefing/Summary/LLN-2015-0041>, p.4). An Institute for Public Policy Research survey (2014) of 18-year-olds on attitudes to sex and relationships found: 70% think pornography can have a damaging impact on young people's views of sex or relationships; 72% think pornography leads to unrealistic attitudes to sex and 70% think pornography encourages society to view women as sex objects (<http://www.ippr.org/files/publications/attachments/OP4391-IPPR-Data-Tables.pdf?noredirect=1>, pp.18, 27).

**1. Selfies exposed:** understanding of why someone might take a naked selfie, why it might get shared, and what impact and consequences this could have for them, in order to help them make mature and safe choices in future.

**2. Private pics go public:** understanding of issues around sharing intimate pictures online, including trust, privacy, responsibility and the role of the media; knowledge of the law on sending and sharing sexual images.

**3. When chat goes wrong:** ability to identify behaviour typical of sexual offenders on social media; understanding of the risks posed by talking to strangers online; knowledge of sources of help and support, and how to report abuse.

## APPENDIX: Relationships and Sex Education Guidance in the UK

The Emmanuel Schools Foundation's sex education policy was approved by ESF directors in July 2017. The following guidance was consulted in devising the policy:

**Improving the spiritual, moral, social and cultural (SMSC) development of pupils: supplementary information Departmental advice for independent schools, academies and free schools, Department for Education, Nov 2014**  
[http://c4m.org.uk/downloads/DfE\\_EducationRegulations\\_IndependentSchoolsGuidance\\_HIGHLIGHTED.pdf](http://c4m.org.uk/downloads/DfE_EducationRegulations_IndependentSchoolsGuidance_HIGHLIGHTED.pdf).

**The Marriage (Same Sex Couples) Act 2013: The Equality and Human Rights Implications for the Provision of School Education, Equality and Human Rights Commission, 2014:**  
[https://www.equalityhumanrights.com/sites/default/files/gd.13.103-4\\_schools\\_24-03-14.pdf](https://www.equalityhumanrights.com/sites/default/files/gd.13.103-4_schools_24-03-14.pdf).

**Sex and Relationship Education Guidance, DfEE, Jul 2000:**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/283599/sex\\_and\\_relationship\\_education\\_guidance.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/283599/sex_and_relationship_education_guidance.pdf)

**The Equality Act 2010 and schools: Departmental advice for school leaders, school staff, governing bodies and local authorities, Department for Education, May 2014:**  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

### Key Points

#### 1. Obligations upon all maintained schools

*"The governing body and head teacher shall take such steps as are reasonably practicable to secure that where sex education is given to any registered pupils at a maintained school, it is given in such a manner as to encourage those pupils to have due regard to moral considerations and the value of family life.*

*"The Secretary of State must issue guidance designed to secure that when sex education is given to registered pupils at maintained schools—*

*(a) they learn the nature of marriage and its importance for family life and the bringing up of children, and  
(b) they are protected from teaching and materials which are inappropriate having regard to the age and the religious and cultural background of the pupils concerned."*<sup>14</sup>

#### 2. Obligations upon schools with a religious character

*"Schools with a religious character can continue to deliver sex and relationship education in accordance with their particular religious doctrines or ethos. They must do so in a sensitive, reasonable, respectful and balanced way."*<sup>15</sup>

*"No school, or individual teacher, is under a duty to support, promote or endorse marriage of same sex couples. Teaching should be based on facts and should enable pupils to develop an understanding of how the law applies to different relationships. Teachers must have regard to statutory guidance on sex and relationship education, and to meet duties under equality and human rights law.*

*Subject to the above, nothing in the Act affects the rights of schools with a religious character to continue to teach about marriage according to their religious doctrines or ethos. Any views expressed about marriage of same sex couples, by governors, teachers, other school staff, parents and pupils, may reflect the religious ethos of the school.*

<sup>14</sup> Section 403, **Education Act 1996:** <http://www.legislation.gov.uk/ukpga/1996/56/section/403>

<sup>15</sup> **The Marriage (Same Sex Couples) Act 2013: The Equality and Human Rights Implications for the Provision of School Education, Equality and Human Rights Commission Guidance, 2014, p.5** [https://www.equalityhumanrights.com/sites/default/files/gd.13.103-4\\_schools\\_24-03-14.pdf](https://www.equalityhumanrights.com/sites/default/files/gd.13.103-4_schools_24-03-14.pdf)

*Governors, teachers and non-teaching staff in schools, parents and pupils, are free to hold their own religious or philosophical beliefs about marriage of same sex couples.”<sup>16</sup>*

*“ Parents will continue to have a right to withdraw their children from sex education. Schools will have flexibility over how they deliver these subjects, so they can develop an integrated approach that is sensitive to the needs of the local community; and, as now, faith schools will continue to be able to teach in accordance with the tenets of their faith.”<sup>17</sup>*

*“38% of teenage pregnancies ended in abortion in 1998 – almost 39,000 abortions. There are strongly held views and religious beliefs about abortion and some schools will apply a particular religious ethos through their sex and relationship education policy to the issue which will enable pupils to consider the moral and personal dilemmas involved. The religious convictions of pupils and their parents should be respected.”<sup>18</sup>*

*The standard does not mean, for example, that schools must promote alternative lifestyles or same sex marriage. Rather, it requires respect for other people, even if they choose to follow a lifestyle that one would not choose to follow oneself.<sup>19</sup>*

### **3. Obligations upon individual teachers**

*“Teachers, other school staff, governors, parents and pupils are all free to hold whatever personal views they choose on marriage of same sex couples, including a view that marriage should only be between a man and a woman. The Government recognises that the belief that marriage can only be between a man and a woman is a belief worthy of respect in a democratic society.*

*Individuals are free to express positive or negative views about marriage of same sex couples, depending on the form of words used and the particular context in which they are used. This applies to all forms of communication in public and in the workplace. Individuals who express support for, or opposition to, marriage of same sex couples, in public or in work, should do so in reasonable and moderate terms, to ensure they are mindful of and do not breach the rights and freedoms of others.*

*Where relevant, teachers need to teach the facts about the legal meaning of marriage in England and Wales in a sensitive, reasonable and appropriate way to comply with professional and legal obligations, and school policies and practices. This will include providing accurate factual information about the law when delivering lessons.*

*... Freedom of expression is explicitly protected under the Public Order Act 1986 (POA) provisions concerning the offences of inciting hatred on the grounds of religion or sexual orientation (see Part 3A and sections 29J and 29JA POA). Under the Act, Parliament has further protected the rights of individuals to express their views on marriage of same sex couples through discussion or criticism without facing any criminal sanction under the POA, by inserting a new sub-section into section 29JA. In order to guarantee that simply giving a view on marriage of same sex couples is not caught by the offences of threatening behaviour and hate speech on the grounds of sexual orientation, the new Section 29JA (2) of the POA specifies that: 'any discussion or criticism of marriage which concerns the sex of the parties to marriage shall not be taken of itself to be threatening or intended to stir up hatred.’”<sup>20</sup>*

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<sup>16</sup> **The Marriage (Same Sex Couples) Act 2013: The Equality and Human Rights Implications for the Provision of School Education**, Op.Cit., p.2,3

<sup>17</sup> **Justine Greening**, Secretary of State for Education and Minister for Women and Equalities, Sex and Relationships Education:Written statement - HCWS509, 1 Mar 2017: <https://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2017-03-01/HCWS509/>

<sup>18</sup> **Sex and Relationship Education Guidance**, DfEE, Jul 2000, p.16

<sup>19</sup> **Improving the spiritual, moral, social and cultural (SMSC) development of pupils**: supplementary information Departmental advice for independent schools, academies and free schools November 2014, [http://c4m.org.uk/downloads/DfE\\_EducationRegulations\\_IndependentSchoolsGuidance\\_HIGHLIGHTED.pdf](http://c4m.org.uk/downloads/DfE_EducationRegulations_IndependentSchoolsGuidance_HIGHLIGHTED.pdf) p.10

<sup>20</sup> **The Marriage (Same Sex Couples) Act 2013: The Equality and Human Rights Implications for the Provision of School Education**, Op.Cit., p.6,7

*“It is not necessary for schools or individuals to ‘promote’ teachings, beliefs or opinions that conflict with their own, but nor is it acceptable for schools to promote discrimination against people or groups on the basis of their belief, opinion or background.”<sup>21</sup>*

*“Many people’s views on sexual orientation/sexual activity are themselves grounded in religious belief. Some schools with a religious character have concerns that they may be prevented from teaching in line with their religious ethos. Teachers have expressed concerns that they may be subject to legal action if they do not voice positive views on same sex relationships, whether or not this view accords with their faith. There are also concerns that schools with a religious character may teach and act in ways unacceptable to lesbian, gay and bisexual pupils and parents when same sex relationships are discussed because there are no express provisions to prevent this occurring.*

*Schools with a religious character, like all schools, have a responsibility for the welfare of the children in their care and to adhere to curriculum guidance. It is not the intention of the Equality Act to undermine their position as long as they continue to uphold their responsibilities in these areas. If their beliefs are explained in an appropriate way in an educational context that takes into account existing guidance on the delivery of Sex and Relationships Education (SRE) and Religious Education (RE), then schools should not be acting unlawfully. However, if a school conveyed its belief in a way that involved haranguing, harassing or berating a particular pupil or group of pupils then this would be unacceptable in any circumstances and is likely to constitute unlawful discrimination.*

*Where individual teachers are concerned, having a view about something does not amount to discrimination. So it should not be unlawful for a teacher in any school to express personal views on sexual orientation provided that it is done in an appropriate manner and context (for example when responding to questions from pupils, or in an RE or Personal, Social, Health and Economic education (PSHE) lesson). However, it should be remembered that school teachers are in a very influential position and their actions and responsibilities are bound by much wider duties than this legislation. A teacher’s ability to express his or her views should not extend to allowing them to discriminate against others.”<sup>22</sup>*

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<sup>21</sup> **Improving the spiritual, moral, social and cultural (SMSC) development of pupils**, Op.Cit. p.7

<sup>22</sup> **The Equality Act 2010 and schools**: Departmental advice for school leaders, school staff, governing bodies and local authorities, Department for Education, May 2014, p.22,23:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)