

PERSONAL, SOCIAL, HEALTH AND ECONOMIC EDUCATION POLICY

Issued by:	Head of PSHE and Wellbeing
Last review:	n/a
Next review due:	August 2023
Most recent edit:	August 2022
Circulation: (please highlight relevant circulation)	Staff Governing Council Website Parents Students



The purpose of this policy is to provide guidance to employees of Benenden School (Kent) Limited and its subsidiaries (collectively 'Benenden' or 'the School').

Introduction

At Benenden, we believe that effective, evidence-based and age-appropriate PSHE education is a vital component of 'A Complete Education' and key to our pupils' development. Within the 'A Complete Education' framework, PSHE forms part of Personal and Professional Development (PPD), described in the PPD Policy.

The PSHE Policy is carried out within the context and spirit of Benenden's aims and values: we value the individuality of all our pupils and aim for them to grow as individuals and be well prepared for life beyond school. PSHE education encourages our pupils to become outward-looking, responsible, and compassionate global citizens. It aims to empower them with the knowledge, courage, and confidence they need to make safe, informed choices. PSHE education does not sit in isolation at school: family, society, culture, religion, and other beliefs may inform and contribute to our pupils' personal development. Consequently, our PSHE curriculum aims to be inclusive and sensitive to the diverse community of our school and to the wider world. It emphasises the importance of developing personal values informed by each pupil's individual context, alongside our school values and underpinned by the fundamental British values of individual liberty, mutual respect and tolerance.

Safeguarding

At Benenden we place utmost importance on our duty of care for our pupils. Through PSHE education and the statutory RSHE curriculum embedded within PSHE, we aim to teach safeguarding to our pupils, as outlined in KCSIE 2022, paragraphs 128-130. As described here, schools play 'a crucial role in preventative education', and this is reflected in our PSHE curriculum and aims. PSHE lessons also need to be delivered in a safe environment and with awareness of the potential impact of content on pupils and staff. Our PSHE lesson template materials begin with content awareness and class ground rules, in keeping with best practice and DfE guidance. We aim for all lesson content to be available for relevant staff, including the DSL, Deputy DSLs and pastoral staff, before each lesson takes place. Training for all staff teaching PSHE is timetabled in our September 2022 inset days, and training resources for each module are included in the schemes of work, where relevant, to further ensure best practice.

Legislation

This Policy ensures that Benenden meets its legislative requirements and responsibilities of a Personal, Social, Health and Economic Education (PSHE) programme according to the Education Act 2002, the Academies Act 2010 and Chapter 4 of the Children and Social Work Act, 2017. This PSHE education policy also meets ISI standard 2(d), which states independent schools must provide: "personal, social, health and economic education which– (i) reflects the school's aim and ethos; and (ii) encourages respect for other people, paying particular regard to the protected characteristics set out in the 2010 [Equality] Act". Embedded with Benenden's PSHE programme is Relationships and Sex Education (RSE) and health education, in accordance with the statutory guidance from the DfE (June 2019) and the Children and Social Work Act, 2017. This is described in Benenden's RSHE Policy.

Aims and Objectives

PSHE education contributes towards the following PPD Objectives:

- To contribute to a pupil's self-knowledge, personal growth and capacity for personal decision making;
- To enrich and expand the pupil's vision of self, others and the world thus extending their repertoire of responses beyond those influenced by family and peer group;
- To encourage the development of positive social relationships by teaching, example, discussion and questions;
- To provide information and, where appropriate, guidance on protected characteristics (e. race, sexuality, marriage and civil partnership, gender, gender reassignment, religion or belief, disability and age discrimination);
- To promote recognition of the right of others to hold their own views and a respect for those who have different beliefs and customs;
- To foster a sensitivity to the feelings, needs and rights of others; a growing disposition to generosity, rather than selfishness; kindness to others and a clear rejection of unkindness, cruelty or bullying.

Specific objectives designed to help the pupils include:

- Self-knowledge, developing confidence, responsibility and fostering personal integrity;
- Developing a safe, healthy lifestyle;
- Developing good relationships and respecting the differences between people;
- Preparing to play an active role as citizens.

The aims of Benenden's PSHE programme are:

- To help pupils to stay safe and healthy, both physically and mentally;
- To promote the importance of wellbeing;
- To encourage pupils to develop empathy and respect for different people and perspectives;
- To equip our pupils with the knowledge and skills necessary to make ethical, safe and informed decisions;
- To give our pupils a sound understanding of risk, responsibility, and consequences;
- To ensure our pupils can have fulfilling, healthy and safe relationships, if they choose;
- To help our pupils achieve, enjoy and contribute positively to the wider world as active and responsible citizens;
- To teach critical thinking skills so pupils can form considered, independent opinions;
- To prepare pupils for the experiences, opportunities, and challenges of adult life.

PSHE Curriculum Design

All Benenden pupils follow a spiral PSHE curriculum, mapped across four themes: Our Bodies, Our Relationships, Our Minds and Our World. Each half term addresses a different theme, with a final transition topic of 'Our Next Steps' in the second half of the Summer term. The [PSHE curriculum map](#) matches topics against the statutory RSE and Health guidance, to ensure full compliance and learning beyond the requirements of compliance. Although there is naturally overlap between topics, this breakdown is outlined as follows:

Our Bodies: being safe, intimate, and sexual relationships including sexual health, basic first aid, changing adolescent body, health and prevention, drugs, alcohol and tobacco, healthy eating, physical health and fitness, the law.

Our Relationships: being safe, families, intimate and sexual relationships including sexual health, respectful relationships including friendships, the law, internet safety and harms.

Our Minds: being safe, online and media, respectful relationships including friendships, internet safety and harms, mental wellbeing and drugs, alcohol and tobacco.

Our World: being safe, online and media, the law, internet safety and harms, and drugs, alcohol and tobacco.

The curriculum also extends beyond these topics: for example, caring for the environment, climate anxiety, democracy, and critical thinking form part of the 'Our World' curriculum. The overarching PPD programme and elective courses also complement PSHE education, particularly regarding financial literacy and professional development.

The curriculum map also aligns PSHE content with crossover topics and events in the wider life of the school, Prayers (assembly) themes, and the EDI and Awareness Days calendar. The aims of the spiral curriculum are to create cohesion and conversations across the school. It also aims to add depth and nuance to learning, in line with pupils' age, development and needs.

For example, the topic for the first half of the Autumn 'Our Bodies'. The second week of lessons falls within Sexual Health Week and the lesson content is as follows:

IV: Creating a safe classroom

UIV: Wellbeing and self-care

LV: Smoking, vaping and caffeine

V: Body Language: taking care of our bodies

UV: Sex: mythbusting

Sixth Form: Emma Cole Positive Voice lecture on HIV Awareness

In this way, lessons across the school fit together, whilst also forming part of a distinct scheme of work. As a pupil moves through the school, there is continuity of approach and content: for example, they know that every January they will be learning about their minds at a time in the year when statistically mental health is vulnerable.

Programme Delivery

In accordance with Keeping Children Safe In Education, September 2022, all year groups at Benenden have timetabled PSHE lessons as part of their curriculum lessons. These are blocked within year groups, to enable talks from outside speakers and year group work, where appropriate. The IV to the UV have one timetabled PSHE lesson a week. The Sixth Form have timetabled PSHE on Friday afternoons, in conjunction with their Professional Skills Programme (PSP). The detail of these lessons can be seen on the curriculum map.

The PSHE programme is designed and overseen by the Head of PSHE and Wellbeing. Training for the PSHE teachers is held at the beginning of the Autumn term: many of them are pastoral specialists and all the teachers have access to CPD through the resources on the schemes of work, Head of PSHE and Wellbeing and wider Boarding and Pastoral staff team. The school Medical Centre also works with the Head of PSHE and Wellbeing to deliver specific content throughout the year.

In addition to lessons, each year group benefits from a range of invited visiting speakers to extend and reinforce learning, and to provide outside, expert perspectives. Some of these speakers also deliver parent content to support pupils' learning. Visitors are thoroughly checked and vetted and are not left alone to work with pupils. Teachers are also always involved in these sessions.

Resourcing

Students have access to the Wellbeing and PSHE site, which aims to provide information, support and resources, organised in accordance with PSHE teaching topics. These can be used in conjunction with the lessons to signpost extension resources and reliable support and information sites. Staff also have access to the PSHE Teaching site, where lesson resources for each year group, schemes of work and further training and resources will be stored. Lessons are designed with the aim of using the most up-to-date and effective materials and pedagogy, in a way that is appropriate and inclusive for each year group. The accessibility of the resources is designed to enable follow-up discussions and further learning with House staff, as desired.

Confidentiality

The nature of PSHE education and pupil's learning may result in pupils seeking advice or support on a wide range of sensitive and personal issues. The relationship between pupils and staff needs to be carefully established and managed when discussing PSHE issues. Pupils need to feel confident that they can raise any issues that are worrying them in a safe and reassuring environment. However, they must be made aware that if the staff member is worried about a child's health, state of mind or has safety concerns that it may need to be raised with the Safeguarding Team and/or the Senior Management Team.

Relationships with Parents and Stakeholders

As described in the introduction, PSHE education does not sit in isolation at School and it is important for parents and care-givers to be able to discuss the curriculum and be aware of course content. The Head of PSHE and Wellbeing will update parents in the half-termly Parent Bulletins on the content being covered in PSHE lessons and by external speakers, where appropriate. This policy and the connected RSHE Policy are available to parents on the school website. The Head of PSHE and Wellbeing is available for parents to discuss this policy and the PSHE curriculum.

Child Withdrawal Procedure

If parents wish to withdraw their daughter from Sex Education, they must write to the Headmistress. As described in Government guidance, parents have a right to withdraw their child from Sex Education delivered as part of RSE, up to three terms before their child turns 16- the legal age of consent. Pupils may not be withdrawn from the statutory elements of Relationships and Sex Education as laid down in Government guidance, or from the elements of Relationships and Sex Education that are covered by GCSE examination specifications.

Review

The PSHE programme is reviewed regularly by the Head of PSHE and Wellbeing and adapted throughout the year in response to updated evidence and guidance, feedback from pupils and staff, and assessment throughout the course. Although PSHE is not formally assessed, continuous assessment is built into the lessons and there are opportunities for summative assessment throughout the programme.

Concerns

Concerns relating to any aspect of the PSHE programme should be made in writing to the Headmistress.



Related Policies

- RSHE Policy
- PPD Policy
- Child on Child Abuse Policy
- Safeguarding Policy
- Anti-Bullying Policy
- Online Safety Policy
- SMSC Policy

Government Guidance

[Keeping children safe in education 2022](#)

[Personal, social, health and economic \(PSHE\) education](#)

[Relationships and sex education \(RSE\) and health education](#)

[Understanding Relationships, Sex and Health: a guide for parents](#)

Appendix 1 - Health Education Policy (Drugs education)

Definition and Aim of Drugs Education

Definition: A drug is any substance that affects the way in which the body functions, physically, emotionally, or mentally. It includes legal substances, such as alcohol, tobacco, and solvents, volatile substances, over the counter and prescribed drugs and illegal drugs such as cannabis, ecstasy, heroin, crack/cocaine, LSD, GHB, Ketamine and alkyl nitrites (poppers).

This policy reflects the national guidance provided by the DfE and ACPO Drug advice for Schools 2012 and DfE Drugs: Guidance for Schools (2004). Although the statutory guidance for Health Education is not compulsory for independent schools, Benenden does draw upon this guidance.

Our aim is to help our pupils to lead confident, healthy, safe and independent lives. Education about substance abuse is crucial in increasing pupils' knowledge and understanding about drugs, alcohol, and tobacco and the effects they produce. It is essential in enabling our pupils to make safe and informed decisions, explore their own and other people's attitudes, and to develop skills such as assertiveness, communication, risk assessment and problem-solving.

We communicate to parents and pupils that Benenden School is a 'drug free zone' and that the presence of illegal drugs represents a threat to the health and safety of individuals and the whole School community. The possession of illegal substances may lead to the permanent exclusion of the pupil concerned. We aim to:

- Enhance knowledge and understanding of drugs and their effects by providing up-to-date information.
- Encourage responsible behaviour in relation to drug use and misuse.
- Promote positive attitudes towards healthy lifestyles.
- Develop social skills allowing pupils to make informed choices and resist influence and pressure from peers, media and advertising.

Fundamental to our School's values and practice is the principle of sharing the responsibility for the education of our pupils with parents and carers. We strive for effective communication and co-operation.

Implementation

In PSHE, the delivery of Drug Education covers the wider aspects of drugs and their use and misuse, beyond the statutory minimum within the Science National Curriculum. The programme is spiral and developmental, focusing on the essential aim of giving pupils facts, emphasising the benefits of a healthy lifestyle and giving young people the knowledge and skills to make informed and responsible choices now and later in life.

Invited Speakers

In order to enhance our own educational programme, we make use of a variety of visiting speakers to run drug awareness sessions with different year groups in the School. The contribution of visiting speakers complements our own teaching and is part of a planned overall programme. Visitors are thoroughly checked and vetted and are not left alone to work with pupils as teachers are always involved in these sessions.

**Attitudes**

Pupils need to be able to discuss the many and various reasons why people use and misuse drugs. They need to be aware of the impact of media, advertising and the youth culture on young people's thinking and the effect of social and cultural influences on them as individuals. Attitudes towards drugs, drug users and laws relating to drugs are discussed. Most importantly, pupils are encouraged to take responsibility for their actions and other people's safety, and to understand the wider social issues of addiction, vulnerability and crime that relate to drug use.

Relationships with Parents

The School needs the support and encouragement of parents in drug education and prevention. Any parent who has concerns about the PSHE course is welcome to contact the Head of PSHE and Wellbeing, where the course is available to view. The School, recognising that parents have concerns about young people and drugs, tries to ensure that it informs, supports and works in partnership to help create a cohesive community.

Disciplinary Sanctions

It is our policy to ensure that pupils are fully aware of the disciplinary sanctions that will be followed if any pupils are found in possession of illegal substances on the School premises. This is communicated through Prayers (our assemblies), the Code of Conduct in the Pupil handbook and through the PSHE programme.

Monitoring Review and Evaluation

The School will ensure that the Drugs programme within PSHE and its delivery will be monitored, reviewed and evaluated regularly.