

The Federation of Holy Trinity Church of England Schools

Relationships and Sex Education (RSE) Policy

'Loved by God and one another, Holy Trinity is a welcoming community of faith, where we learn and flourish together.

Each day opens up horizons of hope, aspiration and joy!"



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Relationships & Sex Education Policy

Rationale

The Federation of Holy Trinity Church of England Schools is committed to creating a welcoming community of faith where we learn and flourish together. We believe RSE is an integral part of the lifelong learning process, beginning in early childhood and continue into adult life. Our policy is inclusive designed to support the way in which all members of the school can learn and flourish together. We have adopted a whole school approach to RSE in the curriculum, which fulfils the entitlement of every child to learning in this area. RSE is taught in a way that is sensitive to the cultural backgrounds of all pupils, about healthy and respectful relationships, what respectful behaviour looks like, love and care and the responsibilities of parenthood, as well as about sex and sexuality. We aim to equip our pupils with knowledge, understanding and skills to enable them to make choices leading to a healthy lifestyle. RSE is taught within the wider school context and supports family commitment and love, respect and affection, knowledge and openness.

Introduction

We have based our school's Relationships and Sex Education Policy (referred to as RSE throughout this policy document) on the DfE guidance 'Relationships Education, Relationships and Sex Education (RSE) and Health Education - Statutory guidance for governing bodies, proprietors, head teachers, principals, senior leadership teams, teachers' (published in June 2019 and updated in September 2021).

The document states that:

'In primary schools, we want to put in place the key building blocks of healthy, respectful relationships, focusing on family and friendships, in all contexts, including online. This will sit alongside the essential understanding of how to be healthy. Teaching about mental wellbeing is central to these subjects, especially as a priority for parents is their children's happiness. We know that children and young people are increasingly experiencing challenges, and that young people are at particular risk of feeling lonely. All of this content should support the wider work of schools in helping to foster pupil wellbeing and develop resilience and character that we know are fundamental to pupils being happy, successful and productive members of society. Central to this is pupils' ability to believe that they can achieve goals, both academic and personal; to stick to tasks that will help them achieve those goals, even when the reward may be distant or uncertain; and to recover from knocks and challenging periods in their lives. '

DfE guidance states that Sex Education is not compulsory in Primary Schools, but that it is up to the individual school to determine whether they need to cover any additional content on sex education to meet the needs of their pupils. With that in mind, the majority of our RSE curriculum is focussed on Relationships Education, taught at an age-appropriate level throughout school. Our school has however determined that we need to cover some additional content on sex education to meet the needs of our pupils.

This policy operates in conjunction with the following school policies:

Curriculum Policy, Equalities Policy, PSHE Policy, safeguarding and Child Protection Policy.

Curriculum

RSE is part of the Personal, Social and Health Education (PSHE) curriculum in our school. PSHE is taught weekly in each class and at Holy Trinity, we use a Dimensions PSHE Programme - 3D PSHE - in which pupils develop the knowledge, skills and attributes needed in order to keep themselves healthy and safe whilst preparing them for life and work.

There are three underlying core themes taught throughout Dimensions 3D PSHE, within which there is broad overlap and flexibility :-

- 1. Health and Wellbeing
- 2. Relationships
- 3. Living in the Wider World

Throughout these core themes, RSE is interweaved throughout all year groups at an age-appropriate level through the following concepts:

- Living healthy lifestyles
- Addressing personal hygiene
- Developing an awareness of changing and growing
- Dealing with different emotions in an appropriate way
- Keeping safe
- Communicate well with others
- Defining, identifying and knowing how to respond to bullying
- Knowing where and how to seek help when needed
- Treating everybody with respect
- Forming and building positive relationships
- Understanding the reasons for rules, and their responsibility to keep them
- Learning about their responsibility in caring for others
- Keeping safe online
- Appreciating diversity
- Empathising with other points of view
- Expressing opinions clearly
- Understanding the changes that occur in puberty
- Developing strategies for managing changing emotions

We may also teach RSE through other subject areas (for example Science and PE) where we feel that they contribute significantly to a child's knowledge and understanding of his or her own body, and how it is changing and developing. Linked with R.E, children reflect on family relationships, different family groups and friendship. They learn about rituals and traditions associated with birth, marriage and death and talk about the emotions involved.

Since RSE incorporates the development of self-esteem and relationships, pupils' learning does not just take place through the taught curriculum, but through all aspects of school life including the playground. It is important then that all staff understand that they have a responsibility to implement this policy and promote the aims of the school at any time they are dealing with children. At Holy Trinity we ensure that RSE is accessible to all pupils, including those with SEND.

Relationships Education (Statutory)

The focus of 3D PSHE in our school is on teaching the fundamental building blocks and characteristics of positive relationships, with particular reference to friendships, family relationships and relationships with other children and adults.

3D PSHE teaches pupils, in an age-appropriate way, what a healthy relationship is, enabling them to form a clear understanding of the features of positive relationships that are likely to lead to fulfilment, happiness and security. Pupils learn what friendship is, what family means and who the people are who can support them.

Our school's careful use of 3D PSHE teaches about families in a well-judged and sensitive way, based on a clear knowledge of the pupils and their circumstances, reflecting that some children have different family structures and supportive relationships. They learn how to take turns, how to treat each other with kindness, consideration and respect, the importance of honesty and truthfulness, permission seeking and giving, and the concept of personal privacy.

Establishing personal space and boundaries, showing respect and understanding, including the differences between appropriate and inappropriate or unsafe physical, and other, contact are the forerunners of teaching about consent, which takes place at secondary.

3D PSHE lessons teach pupils about online safety and appropriate behaviour online, including sharing data and ways in which information provided by users may be used negatively.

3D PSHE's Relationship Education encourages the development and practice of resilience and perseverance, self-respect and self-worth. Pupils are also helped to develop personal attributes including honesty, integrity, courage, humility, kindness, generosity, trustworthiness and a sense of justice. In 3D PSHE, this is achieved through a plethora of exciting and innovative learning experiences for in active citizenship.

Pupils are taught about positive emotional and mental wellbeing, including how friendships can support mental wellbeing.

They also learn about safe relationships, focusing on boundaries and privacy and ensuring that they understand that they have rights over their own bodies. This also covers understanding boundaries in friendships with peers, in families and with others, in all contexts, including online.

Through our 3D PSHE, pupils are clearly taught how to report concerns and seek advice when they suspect or know that something is wrong. Of paramount importance is ensuring the balance between informing children about making sensible decisions to stay safe (including online) without frightening

them unnecessarily, whilst also making it clear that it is never the fault of a child who is exploited or abused, and why victim blaming is always wrong.

Sex Education

Sex Education is not statutory in primary schools. However, the statutory National Curriculum for science does include subject content in related areas, such as the main external body parts, the human body as it grows from birth to old age (including puberty) and reproduction in some plants and animals.

Our Federation has determined that we need to cover some additional content on sex education to meet the needs of our pupils. We use the Dimensions 3D Sex Education Unit in Year 6. This is tailored to the age and the physical and emotional maturity of our pupils and supports pupils' ongoing emotional and physical development effectively. We ensure that both boys and girls are prepared for the changes that adolescence brings and, drawing on knowledge of the human life cycle set out in the national curriculum for science, understand how a baby is conceived and born. The unit also covers close relationships, including friendships, that often form during puberty; the physical, mental and emotional changes that take place during puberty; sexual relationships; busting some myths about sex; the features of healthy and unhealthy relationships; gender identities; an awareness of transgender issues; the difference between transgender and cross-dressing.

We consult parents before their children begin this work in Year 6 about the detailed content of what will be learnt through the 3D PSHE Sex Education unit. We offer parents support in talking to their children about sex education and how to link this with what is being taught in school.

Parents have the right to withdraw their children from our sex education lessons. Our Executive Headteacher or PSHE Lead will be available to discuss the request with parents to ensure that their wishes are understood and to clarify the nature and purpose of the curriculum, and a record will be kept of this process. The Executive Headteacher or PSHE Lead will discuss with parents the benefits of receiving this education and any detrimental effects that withdrawal might have on the child, for example the likelihood of the child hearing their peers' version of what was said in the classes, rather than what was directly said by the teacher. These detrimental effects may, of course, be mitigated if the parents propose to deliver sex education to their child at home instead. If a pupil is excused from sex education, our school will ensure that the pupil receives appropriate, purposeful education during the period of withdrawal.

Our 3D PSHE Sex Education teaching and materials are appropriate, having regard to the age and religious backgrounds, and any special educational needs or disabilities of our pupils.

The role of parents

We are aware that the primary role in children's Relationships and Sex Education lies with parents and carers. We wish to build a positive and supporting relationship with the parents of children at our school through mutual understanding, trust and co-operation.

In promoting this objective we:

- inform parents about the school's RSE policy and practice;
- answer any questions that parents may have about the sex education of their child;
- take seriously any issue that parents raise with teachers or governors about this policy or the arrangements for sex education in the school;
- encourage parents to be involved in reviewing the school policy and making modifications to it as necessary;
- inform parents about the best practice known with regard to sex education, so that the teaching in school supports the key messages that parents and carers give to children at home.

We believe that, through this mutual exchange of knowledge and information, children will benefit from being given consistent messages about their changing body and their increasing responsibilities. Parents have the right to withdraw their child from all or part of the sex education programme that we teach in our school as part of statutory RSE (but not Relationships or Health Education sections). If a parent wishes their child to be withdrawn from sex education lessons, they should discuss this with the Headteacher, and make it clear which aspects of the programme they do not wish their child to participate in. The school always complies with the wishes of parents in this regard and will provide alternative activities for their child, although may discuss the benefits of receiving this education and the detrimental impact that withdrawal may have on the child.

The role of the Executive Headteacher

It is the responsibility of the Executive Headteacher to ensure that both staff and parents are informed about our RSE policy, and that the policy is implemented effectively. It is also the Executive Headteacher's responsibility to ensure that members of staff are given sufficient training, so that they can teach effectively and handle any difficult issues with sensitivity. The Executive Headteacher and PSHE leader liaise with LDLT and external agencies regarding the school sex education programme, and ensure that all adults who work with children on these issues are aware of the school policy, and that they work within this framework.

Confidentiality

Teachers conduct RSE lessons in a sensitive manner and in confidence. However, if a child makes a reference to being involved, or likely to be involved in sexual activity, then the teacher will take the matter seriously and deal with it as a matter of child protection. Teachers will respond in a similar way if a child indicates that they may have been a victim of abuse, as outlined in the Safeguarding and Child Protection Policy and Procedures.

PSHE Content and Coverage

Dimensions 3D PSHE covers all areas of PSHE for primary schools, as shown in the tables below:-

Nursery Overview

Building Relationships	Lessons
Play with one or more other children, extending and	Lesson 1 'Let's Play Shops'
elaborating play ideas	
(DM 3 & 4 year olds)	
Help to find solutions to conflicts and rivalries (DM 3	Lesson 13 'Fair Shares'
& 4 year olds)	

Self-Regulation	Lessons
Select and use activities and resources, with help	Lesson 5 'Make Your Choice'
when needed	Lesson 10 'Well Done!'
(DM 3 & 4 year olds)	
Increasingly follow rules, understanding why they are	Lesson 14 'The Pantomime'
important	
(DM 3 & 4 year olds)	
Do not always need an adult to remind them of a rule	Lesson 16 'A Waiting Game'
(DM 3 & 4 year olds)	
Develop their sense of responsibility and membership	Lesson 6 'Odd Jobs'
of a community	
(DM 3 & 4 year olds)	
Show more confidence in new social situations (DM 3	Lesson 11 'A New Baby'
& 4 year olds)	
Becomes more outgoing with unfamiliar people, in	Lesson 4 'Good Friends'
the safe context of their setting	
(DM 3 & 4 year olds)	
Managing Self	Lessons
Begin to understand how others might be feeling (DM	Lesson 12 'Deaf Girl'
3 & 4 year olds)	
Talk about their feelings using words like 'happy',	Lesson 15 'You Smell'
'sad', 'angry' or 'worried'	
(DM 3 & 4 year olds)	
Talk with others to solve conflict	Lesson 2 'Who's Playing?'
(DM 3 & 4 year olds)	
Develop appropriate ways of being assertive	Lesson 2 'Who's Playing?'
(DM 3 & 4 year olds)	

Reception Overview

Managing Self	Lessons
Be confident to try new activities and show	Lesson 6 'Taking the Plunge'
independence, resilience and perseverance in the face	Lesson 15 'One Gold Star'
of challenge	
(ELG)	
It's all abouttaking part!	
Explain the reasons for rules, now right from wrong and	Lesson 5 'What a Problem' Lesson
try to behave accordingly	25 'Litter Bug'
(ELG)	
It's all about taking part!	
Manage their own basic hygiene and personal needs,	Lesson 3 'I Like'
including dressing, going to the toilet and understanding	Lesson 12 'Clean and Tidy' Lesson
the importance of healthy food choices	21 'Getting in Knot'
(ELG)	
It's all about being smart!	

Self-Regulation	Lessons
Show an understanding of their own feelings and those	Lesson 3 'I Like'
of others, and begin to regulate their behaviour	Lesson 10 'Rainy Days'
accordingly	Lesson 25 'Litter Bug!'
(ELG)	
It's all about having heart!	
Set work towards simple goals, being able to wait for	Lesson 8 'Me and You'
what they want and control their immediate impulses	Lesson 15 'One Gold Star'
when appropriate	
(ELG)	
It's all about being smart!	
Give focused attention to what the teachers says,	Lesson 18 'A Piece of Cake'
responding appropriately even when engaged in activity,	
and show an ability to follow instructions involving	
several ideas or actions	
(ELG)	
It's all about being smart!	

Building Relationships	Lessons
Work and play cooperatively and take turns with others	Lesson 4 'It's Your Turn' Lesson 9
(ELG)	'Stick to the Rules' Lesson 24
It's all about taking part!	'Playtime Games'
Form positive attachments to adults and friendships	Lesson 7 'An Old Friend' Lesson 14
with peers	'Family Fun' Lesson 23 'Eid
(ELG)	Mubarak'
It's all about having heart!	
Show sensitivity to their own and to others' needs (ELG)	Lesson 1 'Hide and Seek' Lesson 11
It's all about being smart!	'I Feel Poorly!' Lesson 19 'Busy
	Body'

Year One Overview

Autumn 1	Core Theme 3 Unit 1 LESSON 3: Taking Turns - It's Your Turn! Core Theme 2 Unit 1 LESSON 7: Good Manners - How Rude! Core Theme 2 Unit 3 LESSON 6: Kindness - Give a Little Safe Zone Year One LESSON 1: Copyright and Ownership
Autumn 2	Core Theme 2 Unit 1 LESSON 1: Feelings - How I Feel Core Theme 2 Unit 1 LESSON 2: Responses - You and Me Safe Zone Year One LESSON 2: Self- Image and Identity
Spring 1	Core Theme 1 Unit 2 LESSON 4: Washing Hands - Meet Grub! Core Theme 1 Unit 1 LESSON 1: Healthy Eating - Vote Green! Core Theme 1 Unit1 LESSON 3: Healthy Eating - Party Time! Core Theme 2 Unit 3 LESSON 2: Comparisons - All the Same Safe Zone Year One LESSON 3: Managing Online Information
Spring 2	Core Theme 1 Unit 5 LESSON 4: Personal Safety - Secret Surprise Core Theme 1 Unit 5 LESSON 5: Emotional Safety - Getting Help Safe Zone Year One LESSON 4: Privacy and Security
Summer 1	Core Theme 2 Unit 4 LESSON 5: Family - My Family Core Theme 2 Unit 4 LESSON 6: Family - Special People Core Theme 3 Unit 1 LESSON 6: Caring - Talking to Plants Core Theme 3 Unit 1 LESSON 4: Lending / Borrowing - The Borrowers
Summer 2	Core Theme 3 Unit 3 LESSON 1: Money - Grows on Trees? Core Theme 3 Unit 3 LESSON 2: Money - Coining it in! Core Theme 3 Unit 3 LESSON 3: Money - Keep Money Safe

Year Two Overview

Autumn 1	Core Theme 2 Unit 3 LESSON 1: Fair and Unfair - It's Not Fair! Core Theme 2 Unit 3 LESSON 4: Right and Wrong - In the Right Core Theme 2 Unit 5 LESSON 7: Staying Safe – I Don't Know You Core Theme 1 Unit 5 LESSON 3: Drug Safety - Magic Medicine Safe Zone Year Two LESSON 1: Self-Image and Identity
Autumn 2	Core Theme 1 Unit 4 LESSON 5: Consequences - Good v Bad Core Theme 2 Unit 1 LESSON 4: Co-operation – Negotiation Core Theme 2 Unit 1 LESSON 5: Co-operation - Want to Play? Safe Zone Year Two LESSON 2: Online Relationships
Spring 1	Core Theme 1 Unit 2 LESSON 5: Keeping Clean - Bath-time Core Theme 1 Unit 2 LESSON 6: Skin - Skinny Tips Safe Zone Year Two LESSON 3: Online Reputation
Spring 2	Core Theme 1 Unit 3 LESSON 3: Growing Up - All Grown Up Core Theme 1 Unit 3 LESSON 4: Changing Needs - I Need Core Theme 1 Unit 1 LESSON 5: Physical Activity - Mighty Muscles Core Theme 2 Unit 3 LESSON 3: Behaviour - In My Shoes Safe Zone Year Two LESSON 4: Online Bullying
Summer 1	Core Theme 1 Unit 2 LESSON 1: Dental Hygiene - Brushing Up! Core Theme 1 Unit 2 LESSON 2: Dental Hygiene - Bright White Core Theme 1 Unit 2 LESSON 3: Dental Hygiene - Top Teeth Safe Zone Year Two LESSON 5: Managing Online Information
Summer 2	Core Theme 3 Unit 3 LESSON 4: Money - Shopping List Core Theme 3 Unit 3 LESSON 5: Choices - This or That? Core Theme 3 Unit 3 LESSON 6: Enterprise - Dragons' Den Safe Zone Year Two LESSON 6: Copyright and Ownership Safe Zone Year Two LESSON 7: Privacy and Security

Year Three Overview

Autumn 1	Core Theme 2 Unit 5 LESSON 1: Friendship – Best Features Core Theme 2 Unit 5 LESSON 2: Friendship – Circles Time Core Theme 2 Unit 5 LESSON 3: Friendship - Falling Out Core Theme 2 Unit 5 LESSON 4: Friendship – The BAFAs Safe Zone Year Three LESSON 1: Self Image and Identity
Autumn 2	Core Theme 1 Unit 1 LESSON 1: Physical, Emotional and Mental – I Am Who I Am! Core Theme 1 Unit 1 LESSON 2: Physical, Emotional and Mental – Hearts and Minds Core Theme 1 Unit 1 LESSON 3: Physical, Emotional and Mental – Three in One
Spring 1	Core Theme 2 Unit 1 LESSON 1: Clear Messages – Dot Dot Dash Core Theme 2 Unit 1 LESSON 2: How to Listen – Listen Up! Safe Zone Year Three LESSON 2: Online Relationships Safe Zone Year Three LESSON 3: Online Reputation
Spring 2	Core Theme 3 Unit 2 LESSON 1: Different Communities – My Community Safe Zone Year Three LESSON 4: Health, Well-being and Lifestyle
Summer 1	Core Theme 1 Unit 7 LESSON 1: Before Puberty – You've Grown! Core Theme 1 Unit 7 LESSON 2: Visible Changes – Mind the Gap Core Theme 1 Unit 8 LESSON 1: How to Help - Who to Call Core Theme 1 Unit 8 LESSON 2: Emergency Calls - Calling 999 Core Theme 1 Unit 8 LESSON 3: Emergency Calls - Ambulance, Now! Core Theme 1 Unit 2 LESSON 4: Sleep – Sweet Dreams Safe Zone Year Three LESSON 5: Privacy and Security

Year Four Overview

Autumn 1	Core Theme 1 Unit 6 LESSON 5: Internet Use – Online Usage Core Theme 1 Unit 6 LESSON 6: Internet Use – Age Limits Safe Zone Year Four LESSON 1: Online Relationships and Online Bullying
Autumn 2	Core Theme 3 Unit 3 LESSON 1: Gender Stereotypes – His and Hers Core Theme 2 Unit 3 LESSON 2: Self-Worth – I'm a Marvel! Core Theme 1 Unit 5 LESSON 5: Feelings – Overreacting Safe Zone Year Four LESSON 2: Health, Well-being and Lifestyle
Spring 1	Core Theme 1 Unit 3 LESSON 3: Working With Food – Master Chef Core Theme 1 Unit 3 LESSON 4: Working With Food – Our Food Hall Safe Zone Year Four LESSON 3: Online Reputation and Managing Online Information
Spring 2	Core Theme 1 Unit 5 LESSON 6: Self-Respect – Let's Rock! Safe Zone Year Four LESSON 4: Self Image and Identity
Summer 1	Core Theme 2 Unit 1 LESSON 3: Responding to Others – Agony Aunts Core Theme 2 Unit 1 LESSON 4: Expressing Opinions – It's Debatable Core Theme 1 Unit 5 LESSON 3: Loss / Separation – Left Behind Safe Zone Year Four LESSON 5: Copyright and Ownership
Summer 2	Core Theme 2 Unit 4 LESSON 1: Connections - Paper Chains Safe Zone Year Four LESSON 6: Privacy and Security

Year Five Overview

Autumn 1	Core Theme 3 Unit 1 LESSON 1: Structure – Just Imagine Core Theme 3 Unit 1 LESSON 2: Law and Order – In Charge Core Theme 3 Unit 1 LESSON 3: U.N. Rights – Our Rights Safe Zone Year Five LESSON 1: Privacy and Security
Autumn 2	Core Theme 2 Unit 4 LESSON 5: Online Relationships – A Risky Business Core Theme 1 Unit 5 LESSON 1: Drugs – Just Say No! Core Theme 1 Unit 5 LESSON 2: Alcohol – Drink Aware Safe Zone Year Five LESSON 2: Self Image and Identity
Spring 1	Core Theme 1 Unit 5 LESSON 3: Tobacco – Up in Smoke Core Theme 1 Unit 5 LESSON 4: Substance Abuse – Let's Be Frank Safe Zone Year Five LESSON 3: Online Reputation and Managing Online Information
Spring 2	Core Theme 1 Unit 1 LESSON 1: Physical, Emotional and Mental – 3-Dimensional Core Theme 1 Unit 1 LESSON 2: Physical, Emotional and Mental – What's Puberty? Core Theme 1 Unit 1 LESSON 3: Healthy Lifestyles – You Choose! Safe Zone Year Five LESSON 4: Health, Well-being and Lifestyle
Summer 1	Core Theme 1 Unit 2 LESSON 1: Food Choices – Secret Eaters Core Theme 2 Unit 1 Lesson 1: Confidentiality - Secret Eaters Core Theme 2 Unit 4 LESSON 1: Physical Contact – Touch Sensitive Safe Zone Year Five LESSON 5: Copyright and Ownership
Summer 2	Core Theme 1 Unit 5 LESSON 5: Basic First-Aid – First Aids Tips Safe Zone Year Five LESSON 6: Online Relationships and Online Bullying

Year Six Overview

Autumn 1	Core Theme 1 Unit 3 LESSON 1: Identified Strengths – Big Dreams Core Theme 1 Unit 3 LESSON 2: Identified Strengths – Big Achievers Core Theme 1 Unit 5 LESSON 6: Internet Safety – Fake News Safe Zone Year Six LESSON 1: Online Reputation and Managing Online Information
Autumn 2	Core Theme 1 Unit 3 LESSON 3: Setting Goals – 'Super Futures' Core Theme 1 Unit 3 LESSON 4: Setting Goals – I Can Do That! Safe Zone Year Six LESSON 2: Online Reputations and Online Bullying
Spring 1	Core Theme 1 Unit 1 LESSON 4: Physical Illness – Bleugh! Core Theme 1 Unit 1 LESSON 6: Immunisation – One Sharp Scratch Safe Zone Year Six LESSON 3: Self Image and Identity
Spring 2	Core Theme 1 Unit 1 LESSON 5: Healthy Minds – Young Minds Core Theme 2 Unit 4 LESSON 4: Mental Wellbeing – Mind Business Core Theme 2 Unit 3 LESSON 1: Race and Ethnicity - United States? Safe Zone Year Six LESSON 4: Health, Lifestyle and Well-being
Summer 1	Core Theme 2 Unit 4 LESSON 3: Marriage – I Promise Core Theme 2 Unit 4 LESSON 2: Support and Care - Connections Safe Zone Year Six LESSON 5: Privacy and Security
Summer 2	Core Theme 3 Unit 4 LESSON 1: Generating Income – Making Money Core Theme 3 Unit 4 LESSON 2: Generating Income – Raising Money Safe Zone Year Six LESSON 6: Copyright and Ownership

Monitoring and review:

This policy will be reviewed and agreed by the Governing Body on an annual basis. This policy will also be reviewed as and when guidelines change. This document should be read alongside the Equality Act (DfE, 2010)