



**durex** committed to RSE in schools

Inspire great teachers



# Aim

To ensure that your teachers have the skills, the knowledge and the confidence to become RSE champions

## CONTENTS:

- 3 What issues do RSE teachers currently face?
- 4 What makes a great RSE teacher?
- 5 How to identify, train and support RSE champions in your school
- 8 Support from DO...
- 9 Further support from the DO... Collaboration
- 10 Further information



# What issues do RSE teachers currently face?

**“Young people say that RSE is best when their teachers are confident, unembarrassed, able to teach correct biological facts and also explore relationships issues”**

**Sex Education Forum – SRE the evidence, 2015<sup>1</sup>**



...want more guidance on teaching RSE<sup>2</sup>



...feel there's not enough time in the curriculum for RSE<sup>2</sup>



...did not feel trained and confident to talk about RSE<sup>3</sup>



...rate current teaching materials as very useful<sup>3</sup>

RSE can be a challenging subject to teach, but it's also very rewarding for teachers – almost as much as for students. Teaching RSE can be a very different experience to other subjects as even tried and tested techniques may feel uncomfortable for teachers. It requires a particular style of pedagogy not frequently encountered in most other lessons, for example Maths or English.<sup>4</sup> Plus, sex itself is a big topic, surrounded by controversy, stigma and diverse beliefs; also some of the topics within the umbrella of sex are perceived as difficult and are often omitted from lessons.<sup>4</sup> However, this perceived difficulty should never stand in the way of giving young people the opportunity to receive the many benefits of RSE, including better sexual health outcomes, increased likelihood of safe sex and fewer diagnoses of STIs.<sup>5</sup>

Perhaps most importantly, the difficulty of the subject matter is compounded by both a lack of teacher training and a lack of space dedicated to RSE in the timetable.<sup>6</sup> For teachers, their own experience of relationships and sex education (and relationships and sex themselves) means that some can talk about RSE with a matter of fact confidence, while others feel inhibited and scared about saying the wrong thing. This inconsistency in RSE teaching has serious repercussions – many young people won't get access to the high quality RSE that they both want and deserve.<sup>6</sup> The evidence shows us that the best schools have a broad RSE programme, which evolves year on year, and is delivered by well-trained and supported teachers.<sup>7</sup> DO... are on a mission to help this happen.



# What makes a great RSE teacher?

The skills that make teachers great at RSE are the very same skills that make great teachers,<sup>8</sup> and a great teacher delivers RSE that places the needs of young people at the very centre. They don't try to fill heads with information or give all the answers – effective RSE teachers ask young people really great, challenging questions and truly listen to their responses. Through this two-way conversation, teachers can guide young people to:

- Listen to each other
- Reflect for themselves on who they are and their values
- Look after themselves and others
- Decide how they want to describe (or not describe) their gender and sexual orientation
- Decide for themselves what kind of relationships they might (or might not) want and what kind of sex they might (or might not) want

For more information about great RSE teaching and an abundance of teaching resources, watch the DO... videos online and direct your teachers to the [DO... website](http://www.dorseforschools.com) – [www.dorseforschools.com](http://www.dorseforschools.com).



# How to identify, train and support RSE champions in your school

## IDENTIFY YOUR RSE CHAMPIONS

Do you have at least one teacher whose role is to teach RSE? Not all schools have a dedicated RSE teacher and the subject is frequently taught by science teachers, PSHE teachers and external visitors, often as part of a drop-down day rather than a designated lesson. The schools with the best RSE have teachers who have stepped up to the task and who drive the subject forwards from their own passion, knowledge and commitment to the subject. We call these inspirational individuals RSE champions – we know there's at least one in every school and here's how we want to help you find yours:

- Set up a meeting with your PSHE department to discuss their passions, their willingness and their concerns – the **DO... Discover the evidence** resource can help explain the overwhelming benefits of RSE
- Ask your entire teaching staff to get involved – there's no reason why your RSE champion needs to be a PSHE teacher
- Reassure your teachers that if they nominate themselves, they will get additional RSE training and support from DO... to help them teach RSE effectively – in fact, the qualities that make a great RSE teacher are synonymous with those that make great teachers
  - The **DO... Programme** and training offered by the **DO... Collaboration** are specially designed to help with training and teaching
- Set up a whole-school approach to RSE – once your school is working towards a common goal, your RSE champions will be able to inspire a network of great RSE teachers and teaching
  - Take a look at the **DO... The whole-school approach** resource for more information



## TRAIN YOUR RSE CHAMPIONS

What training do you provide for those who teach RSE? There have been many surveys and reports that state one of the major barriers for RSE teaching is a lack of teacher training.<sup>2,3</sup> In fact, 'more teacher training' was the most common response when teachers were asked about what one change would most improve the quality of RSE.<sup>2</sup> And the thing is, teachers of RSE don't need to be experts – great quality RSE is about great quality teaching techniques as much as it is about information.

### RSE training includes:

- Learning how to listen, discuss and challenge the aspects of relationships and sex in a classroom of young people
- Encouraging self-reflection and evaluation – become a 'reflective practitioner' – to help teachers identify what went well, what they could change for future planning and to promote personal and professional development<sup>9</sup>
- Factoring in time to allow independent learning for teachers within school, either as teams or alone – there are many resources online that can count towards CPD for teachers
- Focus groups with young people in your school may also be useful initially to help teachers gauge the topics and skills they may need to build on – this can help them judge the training that will be appropriate to them and your school
- Safeguarding guidance support – this is important for all teachers, but in particular RSE teachers, due to the nature of the topics they are likely to discuss during lessons. For more information, see the **DO... Further your safeguarding policy** resource
- Learning how to deal with and answer difficult questions from young people – through awareness of what they commonly ask, handling deliberately difficult questions and responding appropriately to those that are personal or ones you don't know the answer to
- Inviting professional sexual health trainers and services into schools to deliver teacher training sessions, or sessions to young people that teachers can observe and learn from – details of who to contact can be found at the end of this document

Many members of the **DO... Collaboration** provide quality training for teachers who want to develop their skills further.

Further information can be found on page 9 of this PDF.



## SUPPORT YOUR RSE CHAMPIONS

How much support is available for teachers of RSE in your school? Supportive professional environments are essential for helping teachers to develop and continue to improve; in fact, evidence has shown that teachers in the least supportive schools actually decline in their effectiveness.<sup>10</sup> This is why it's essential that your teachers receive the support they need through:

- An environment of professional learning that is promoted by you and your school's leadership, with a particular emphasis on building knowledge of RSE<sup>10</sup>
- Feeling trusted and valued through acknowledgement of their experiences and perspectives<sup>10</sup>
- A culture in your school – not just for RSE – which promotes critical questioning and innovative approaches, with space and encouragement for discussion and sharing of ideas<sup>10</sup> – use the **DO... The whole-school approach** resource
- A network of additional services for young people, accessed via your school, which can help teachers and offer them a place to refer young people for professional sexual health advice and information – use the **DO... Increase awareness of services** resource
- Ensuring that parents and carers are consulted about your school's RSE programme and content during its development to help avoid any conflict in the information and style of RSE delivered by teachers – use the **DO... Work in collaboration** resource



## Support from DO...

The DO... Programme is designed to help you evaluate, rethink and further your RSE provision. Are you giving teachers more time for RSE lessons, for training and for coordinating with services? Are you giving them access to resources that they and their students value?

Direct your teachers to the [DO... Lesson plans and stimulus](#) that have been developed by experienced relationships and sex educators who understand what teaching RSE is truly like, who recognise the vast importance of RSE and who have specially designed these resources to take your teachers on a relevant and effective new path to reaching the goals of RSE.





# Further support from the DO... Collaboration

## DO... Resources for teachers

The **DO... Resources for teachers** have been specially developed by dedicated and experienced sexual health trainers and educators. They encourage a new approach to RSE that helps make it more relevant and approachable for students, and more comfortable for teachers to deliver.

Consisting of innovative lesson plans, unique teaching activities and a new focus on skills, values, emotions and critical thinking, the DO... resources for teachers will help them facilitate really engaging lessons that empower young people to learn for themselves and from each other.

## Training for teachers

Many members of the DO... Collaboration provide quality training for teachers who want to develop their skills further.

Brook has been providing training to adults working with young people for more than 50 years.

[www.brook.org.uk](http://www.brook.org.uk)

FPA have a broad range of online training courses for teachers.

[www.fpa.org.uk](http://www.fpa.org.uk)

Justin Hancock (Bish) offers a number of training courses on Relationships and Sex Education.

[www.bishtraining.com](http://www.bishtraining.com)

SEF offer a range of training opportunities (available both locally and nationally) to support the continued professional development of anyone involved in teaching RSE.

[www.sexeducationforum.org.uk](http://www.sexeducationforum.org.uk)

RSE Hub offer a wide range of full day, half day or twilight training courses.

[www.rsehub.org.uk](http://www.rsehub.org.uk)

Brook, FPA, Bish and The Mix can also provide young people with free information, confidential advice, great sexual health services and emotional support.

[www.brook.org.uk](http://www.brook.org.uk)

[www.fpa.org.uk](http://www.fpa.org.uk)

[www.bishuk.com](http://www.bishuk.com)

[www.themix.org.uk](http://www.themix.org.uk)



## Further information

- **Brook** – the UK’s leading sexual health charity for young people under 25 [www.brook.org.uk](http://www.brook.org.uk)
- **Bish websites** – online advice and information for both professionals and young people, created by Justin Hancock, an experienced relationships and sex educator [www.bishtraining.com](http://www.bishtraining.com) (for professionals) & [www.bishuk.com](http://www.bishuk.com) (for young people)
- **Sex Education Forum** – a membership organisation that works together with its members for quality relationships and sex education [www.sexeducationforum.org.uk](http://www.sexeducationforum.org.uk)
- **RSE Hub** – a membership organisation that believes that relationships and sex education (RSE) should be an entitlement for all children and young people [www.rsehub.org.uk](http://www.rsehub.org.uk)
- **Family Planning Association** – a UK registered charity working to enable people to make informed choices about sex and to enjoy sexual health [www.fpa.org.uk](http://www.fpa.org.uk)
- **National Aids Trust** – the UK’s leading charity dedicated to transforming society’s response to HIV [www.nat.org.uk](http://www.nat.org.uk)
- **NAHT** – an independent trade union and professional association of over 28,500 members occupying leadership positions across a broad spectrum of educational institutions and settings, providing an effective voice in educational policy-making across all phases [www.naht.org.uk](http://www.naht.org.uk)
- **The Mix** – the UK’s leading support service for young people, helping them take on any challenges they’re facing and providing young people with free, confidential help and advice [www.themix.org.uk](http://www.themix.org.uk)

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