



# RELATIONSHIP AND SEXUAL HEALTH EDUCATION (RHSE) POLICY

Signature: Emma Culley

Chair of Academy Council

Date: September 2021

Date of Review: September 2024

## Rationale and Ethos

This policy covers our academy's approach to Relationship and Sex Education.

It was produced by staff, academy council members and through consultation with parents and other interested stakeholders.

We define 'relationships, sex and health education' as 'enabling children to embrace the challenges of creating a happy and successful adult life.'

We believe relationships, sex and health education is important for our pupils and our academy because:

- It is giving children the knowledge that will enable them to make informed decisions about their wellbeing, health and relationships and to build their self-efficacy.
- It is about giving children the opportunity to put knowledge into practice as they develop the capacity to make sound decisions when facing risks, challenges and complex contexts.
- It is the recognition that everyone faces difficult situations in their lives and how relationship and sex education can support young people to develop resilience, to know how and when to ask for help, and to know where to access support.

We view the partnership between home and the academy as vital in providing the context to both complement and reinforce what pupils learn at home about healthy, respectful relationships, focusing on family and friendships, in all contexts, including online, as well as how to be healthy.

Our school's overarching aims for our pupils are:

- To foster pupil wellbeing and develop resilience and character that we know are fundamental to pupils being happy, successful and productive members of society.
- To know how to be safe, including online.
- To be healthy - both mentally and physically.
- To be able to manage their academic, personal and social lives in a positive way
- To demonstrate personal attributes including kindness, integrity, generosity, honesty, respect and tolerance in order to contribute to adult life in British Society.

We ensure RSHE is inclusive and meets the needs of all our pupils, including those with special educational needs and disabilities (SEND). This will be achieved by ensuring content and teaching is differentiated to meet the specific needs of pupils at different developmental stages. As with all teaching for these subjects, we will ensure that their teaching is sensitive, age-appropriate, and developmentally appropriate and delivered with reference to the law.

We will ensure that the needs of all pupils are appropriately met, and that all pupils understand the importance of equality and respect. As an academy, we will ensure we comply with the relevant provisions of the Equality Act 2010, recognising under which sexual orientation and gender reassignment are amongst the protected characteristics. We ensure RSHE fosters gender equality and LGBT+ equality by ensuring content is age appropriate and developmentally appropriate. It will be taught sensitively and inclusively, with respect to the backgrounds and beliefs of pupils and parents while always with the aim of providing pupils with the knowledge they need of the law. Content will be integrated into programmes of study for RSHE within our PSHE curriculum and will not be taught as stand-alone units.

The intended outcomes of our programme are that pupils will:

- Know and understand the characteristics of positive relationships, with reference to friendships, family relationships, and relationships with other children and with adults.
- Understand they have a right to personal space and boundaries, showing respect and understanding the differences between appropriate and inappropriate or unsafe physical touch. Recognise and know how to report abuse, including emotional, physical and sexual abuse.
- Understand they have a responsibility to treat each other with kindness, consideration and respect including when online, permission seek and give and understand the concept of privacy.
- Develop the skills of being able to express their emotions and seek help where needed, to build friendships and recognise how this can support mental wellbeing.
- Develop the personal attributes of honesty, integrity, courage, humility, kindness, generosity, trustworthiness and sense of justice, and character traits such as perseverance, working towards long term goals, dealing with setbacks, resilience permission seeking and giving, and the concept of personal privacy.
- Understand how the Equality Act 2010 relates to them as a child and through adult life, to recognise and challenge any form of discrimination.

### **Roles and Responsibilities**

Some elements of the RSHE curriculum are a statutory requirement to teach in order for the academy to meet government RSHE statutory guidance published 2019. It is important to teach RSHE through a spiral curriculum. This means pupils will gain knowledge, develop values and acquire skills gradually by re-visiting core themes to build on prior learning. This developmental approach helps pupils to make informed decisions relevant to their age and stage. RSHE will support the academy's commitment to safeguard pupils, preparing them to live safely in the modern world.

- The RSHE programme will be led by PSHE leaders with the support of senior leaders and the governing body/trustees.
- It will be taught by class teachers and delivered through the academy curriculum and wider opportunities within the academy.
- The aims and intended outcomes of our approach are encompassed within the academy visions and values to promote learning.
- The RSHE programme will be supported by additional staff in the academy, appropriate external visitors and developed through advice from professional associations.

### **Academy Council members or Trustees**

As well as fulfilling their legal obligations, the Academy Council or trustees should also make sure that:

- All pupils make progress in achieving the expected educational outcomes.
- The subjects are well led, effectively managed and well planned.
- The quality of provision is subject to regular and effective self-evaluation.
- Teaching is delivered in ways that are accessible to all pupils with SEND.
- Clear information is provided for parents on the subject content and the right to request that their child is withdrawn.
- The subjects are resourced, staffed and timetabled in a way that ensures that the school can fulfil its legal obligations.

## Principal and PSHE Leader

It is the responsibility of the Principal/PSHE leader to ensure that

- Both staff and parents are informed about our RSHE policy, and that the policy is implemented effectively.
- Staff are given sufficient training, so that they can teach about relationship and sex education effectively, and handle any difficult issues with sensitivity.
- They liaise with external agencies regarding the academy RSHE programme, and ensures that all adults who work with our children on these issues are aware of the academy policy, and work within its framework.
- They monitor this policy on a regular basis, and report to academy council members/trustees, when requested, on its effectiveness.

## External Visitors

Working with external organisations can enhance delivery of these subjects, bringing in specialist knowledge and different ways of engaging with young people.

The Academy will ensure:

- Validity of the visitor or visiting organisation's credentials.
- Teaching delivered by the visitor fits with the planned programme and published policy.
- Discussion occurs in relation to the detail of how the visitor will deliver their sessions and ensure that the content is age-appropriate and accessible for the pupils.
- Review the materials visitors will use as well as a lesson plan in advance, so that they can ensure it meets the full range of pupils' needs (e.g. special educational needs).
- Agree how confidentiality will work in any lesson and the visitor understands how safeguarding reports should be dealt with in line with school policy.

## Parents, carers and other adults in the community are entitled to:

- Accessible, accurate, up-to-date, information delivered in a way which meets their needs.
- A safe and supportive environment for their children.
- Information on how and when RSHE is taught.
- Understand their rights and responsibilities in relation to RSHE policy and curriculum
- Be informed about issues of confidentiality and how it affects them and their children.
- Have their views and ideas received in a respectful, non-judgemental manner.

## Legislation (statutory regulations and guidance):

Revised Department for Education's statutory guidance state that from September 2020 all schools must deliver relationships education (in primary schools) and relationships and sex education (in secondary schools). Parents have the right to withdraw their child from those elements of RSHE (beyond biological/reproductive aspects) that are not already covered within the science curriculum. *'Before granting any such request it would be good practice for the head teacher to discuss the request with parents and, as appropriate, with the child to ensure their wishes are understood and to clarify the nature and purpose of the curriculum. Schools will want to document this process to ensure a record is kept.'*<sup>1</sup>

The RSHE policy supports/complements the following policies:

- PSHE policy
- Safeguarding Policy
- Behaviour Policy

- Anti-Bullying Policy
- Cyber Bullying Policy
- Equality Policy and statement
- Acceptable use of IT policy
- Mental Health and Wellbeing Policy

Documents that inform the school's RSHE policy include:

- Education Act (1996)
- Learning and Skills Act (2000)
- Education and Inspections Act (2006)
- Equality Act (2010),
- Supplementary Guidance SRE for the 21st century (2014)
- Keeping Children Safe in Education – Statutory
- Safeguarding guidance (2018)
- Children and Social Work Act (2017)
- DFE guidance RSHE 2019

## **Curriculum Design**

Our RSHE programme is an integral part of our whole academy PSHE.

High quality relationships, sex and health education helps create safe school communities in which pupils can grow, learn and develop positive, healthy behaviour for life. We teach RSHE on the understanding that:

- It is taught in the context of family life.
- It is part of a wider process of social, personal, spiritual and moral education.
- Children should be taught to have respect for their own bodies.
- Children should learn about their responsibilities to others and be aware of the consequences of sexual activity.
- It is important to build positive relationships with others, involving trust and respect, both in person and online.
- It makes a significant contribution to our duty to safeguard and protect all children.
- It plays a key role in improving health outcomes for children and young people such as reducing teenage pregnancy and risk-taking behaviour, including online behaviour.

We teach about relationships, sex and health through different aspects of the curriculum. While we carry out the main RSHE in our PSHE curriculum, we also carry out some RSHE through the statutory science curriculum and other subject areas, such as PE and ICT. We believe all these contribute significantly to children's knowledge and understanding of positive relationships, their own bodies, and how they are changing and developing.

The overriding concepts explored through the curriculum are:

- Identity (their personal qualities, attitudes, skills, attributes and achievements and what influences these; understanding and maintaining boundaries around their personal privacy, including online).
- Relationships (including different types and in different settings, including online).
- A healthy (including physically, emotionally and socially), balanced lifestyle (including within relationships, work-life, exercise and rest, spending and saving and lifestyle choices) .
- Risk (identification, assessment and how to manage risk, rather than simply the avoidance of risk for self and others) and safety (including behaviour and strategies to employ in different settings, including online in an increasingly connected world).

- Diversity and equality (in all its forms, with due regard to the protected characteristics set out in the Equality Act 2010).
- Rights (including the notion of universal human rights), responsibilities (including fairness and justice) and consent (in different contexts).
- Change (as something to be managed) and resilience (the skills, strategies and ‘inner resources’ we can draw on when faced with challenging change or circumstance).
- Power (how it is used and encountered in a variety of contexts including online; how it manifests through behaviours including bullying, persuasion, coercion and how it can be challenged or managed through negotiation and ‘win-win’ outcomes).
- Career (including enterprise, employability and economic understanding).

We understand the importance of ensuring that all children in our academy receive their entitlement to RSHE. We will carefully consider special educational needs or disability, gender, sexual orientation and age, nationality, religion, cultural and linguistic background when planning and delivering RSHE.

In relation to nationality, sexual orientation, religion and cultural diversity, we value the different backgrounds of our pupils and, in addressing different views and beliefs, seek to promote tolerance and understanding.

- Relationships
- Health and mental well being
- Other foci: Living in the Wider World – Beyond DFE framework
- Families and people who care for me
- Caring friendship
- Respectful friendships
- Online Relationships
- Being Safe
- Mental well- being
- Internet Safety and Harm
- Physical health and fitness
- Healthy Eating
- Drug, alcohol and tobacco
- Health and prevention
- Basic First Aid
- Changing Adolescent Body
- Economic well- being
- Enterprise
- Careers

In order to ensure the RSHE Curriculum meets the needs of all:

- We will accept and celebrate difference.
- We will encourage respect and discourage abuse and exploitation.
- We will not ask children to represent the views of a particular religious or cultural group to their peers, unless they choose to do so.

In relation to those with special educational needs or disability, we will review our RSHE Programme to ensure that provision is made for those with additional needs. We will consider:

- Their level of vulnerability.
- Their need to learn and demonstrate appropriate behaviour.

- Their need to develop self-esteem and positive body image.
- The need to involve all staff, including support staff and carers, in policy development, planning and training.
- The management of personal care.
- Clarity about sources of support for pupils.

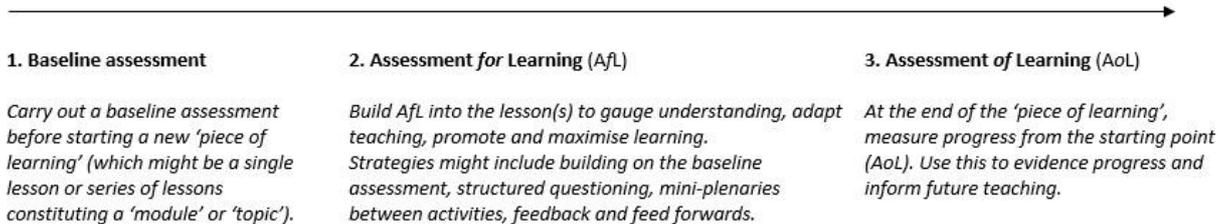
Our RSHE programme will be taught through a range of teaching methods and interactive activities, including use of drama techniques, scenario script writing, videoing, animating, range of presentation styles, debate, discussions, investigating and analysing information, blogs, podcast, journaling/diary writing.

Lessons will be differentiated by all staff or visitors delivering sessions to ensure that individual needs of children are met.

Selected resources, such as books and film clips, will be used which support and promote understanding within a moral/values context. High quality resources will support our RSHE provision and will be regularly reviewed. We will avoid a ‘resource-led’ approach to delivering RSHE, instead focusing on the needs of the children and our planned learning objectives. We will carefully select resources which meet these objectives.

Learning about relationships, sex and health education in PSHE education lessons will link to/complement learning in Science, Religious Education, Health Education, including mental health education.

Pupils will be encouraged to reflect on their own learning and progress, either through self- evaluation tools or through discussion. This will be integral within the approach to assessment of RSHE. We recognise that it is difficult for teachers to accurately assess a pupil’s self-confidence or sense of their own identity and values, however, pupils themselves will be able to judge, for instance, whether they feel more confident, or have a firmer sense of their own beliefs and opinions than they did before a particular series of lessons. Assessing learning must therefore use a combination of teacher assessment and pupil self- and peer assessment.



Model taken from PSHE Association Primary Toolkit 2017

The learning we wish to assess will relate to the pupils’ attributes and skills (such as resilience, negotiation, self-awareness, risk management and interpersonal skills), as well as the knowledge and understanding related to the context (for example bullying, consent, mental and emotional health).

**Staff Training**

Teaching RSHE can be very rewarding, but we understand that, in order to feel confident, staff need opportunities to develop the knowledge, skills and attitudes. We recognise that all adults have different personal beliefs and attitudes about RSHE. We will discuss relevant issues and, where appropriate, arrange training to enable staff members to feel confident in delivering the Curriculum for RSHE. We will also

encourage the sharing of good practice. Those with special responsibility for the development of RSHE will be offered opportunities to consult with advisors.

### **Safe and effective practice**

We will ensure a safe learning environment through ensuring RSHE is taught in a safe, non-judgemental environment where adults and children are confident that they will be respected.

Teachers and pupils will agree ground rules at the beginning of any RSHE work, in addition to those already used in the classroom.

They will cover the following areas:

- Appropriate use of language.
- The asking and answering of personal questions.
- Strategies for checking or accessing information.

In order to protect children's privacy, we will employ teaching and learning strategies known as distancing techniques which will enable them to discuss issues without disclosing personal experience. For example, we will use fiction, puppets, case studies, role-play, videos, and theatre in education to enable children to share ideas and opinions and to practise their decision-making skills in a safe learning environment.

We acknowledge that sensitive and potentially difficult issues will arise in RSHE as children will naturally share information and ask questions. When spontaneous discussion arises, it will be guided in a way which reflects the stated academy aims and curriculum content for RSHE. As a first principle we will answer questions relating to the taught planned curriculum for that age group to the whole class. We will answer questions relating to areas beyond the taught planned curriculum for that age group, in a sensitive and age-appropriate way only to the child or children who have asked the question, where appropriate in consultation with a child's parent. If a member of staff is uncertain about the answer to a question, or indeed whether they wish to answer it they will seek guidance from the PSHE leader.

When answering questions, we shall ensure that sharing personal information by adults, pupils or their families is discouraged. Where a question or comment from a pupil in the classroom indicates the possibility of abuse, teachers will pass this information to the designated person for child protection in line with academy policy.

We encourage other valued members of the community to work with us to provide advice and support to the children with regard to relationship and health education. In particular, members of the local health authority and our Local Community Police Officer, can give us valuable support with our RSHE programme.

We will follow this Code of Practice when working with visitors:

- The care and management of pupils is always the responsibility of the academy.
- In class teaching situations, visitors will not be asked to work alone with pupils but will be supported by a member of staff.
- The academy will know whether visitors are DBS checked and arrangements will be made to accompany them as appropriate.
- All visitors will be made aware of the content and principles of this Policy, prior to their visit.
- All lessons will be planned in direct liaison with the PSHE Co-ordinator/Phase leader, taking account of the age and needs of the group and the context of the work within the SRE programme.
- Visitors will be reminded that, whilst contributing to RSHE in a classroom setting, they must adhere to the same confidentiality code as staff members.
- Any resources which a visitor wishes to use or distribute will be discussed and agreed with the PSHE Co-ordinator/Phase Leader beforehand.
- The contributions of visitors will be regularly monitored and evaluated.

Pupils will be able to raise questions anonymously by utilising question boxes in class. All staff teaching RSHE will be supported by advice from the professional body, PSHE Association and through planned CPD.

## **Safeguarding**

Our RSHE programme is one of the most important ways we act on our responsibility to safeguard and protect our children, as set out in our Safeguarding/Child Protection Policy. We also refer to guidance from the government and expert organisations on specific safeguarding issues, which are relevant to our cohort of children, as listed in *Keeping Children Safe in Education*. To safeguard children effectively it is vital that opportunities are created in the curriculum to teach about healthy behaviour, caring relationships, online safety and when and how to get help. At our academy we encourage children to develop skills in these areas so that they are equipped with strategies to help themselves in preventing or reporting harm or abuse.

Teachers are aware that effective RSHE, which brings an understanding of what is and what is not appropriate in a relationship, can lead to a disclosure of a child protection issue. Where a concern or disclosure is raised teachers or other adults working with the child will consult with the Designated Safeguarding Lead (DSL) and in his/her absence their Deputy Safeguarding Lead. Staff will respond in a similar way if a child indicates that they may have been a victim of any other type of abuse, including FGM. The DSL will then deal with the matter in consultation with other social, health and education professionals, in accordance with statutory safeguarding procedures, following protocols identified in the school Safeguarding Policy. Visitors/external agencies which support the delivery of RSHE will be required to inform the Designated Safeguarding Lead or Deputy Safeguarding Lead in accordance to the school policy.

The protocol for inviting visitors into lessons:

- Prior to the commencement of any visit, visitors will be given a copy of the school's Safeguarding Policy and protocol for reporting disclosures.
- Our academy Safeguarding information leaflet will be shared.
- All visitors will be given a copy of the RSHE policy.

## **Engaging Stakeholders**

- The academy acknowledges that the primary role in children's RSHE lies with parents and carers. We therefore wish to build a positive and supporting relationship with the parents of children at our academy, through mutual understanding, trust and cooperation.
- The policy will be available to parents through the academy website.
- We are committed to working with parents and carers by holding information sessions, providing workshops for parents to enable them to be confident to answer their children's questions and through signposting via targeted support in the academy or through the academy website, to other resources to support them at home.
- We work closely with parents to ensure that they are fully aware of what is being taught.
- We will notify parents when Relationships, Sex and Health Education will be taught, by written communication and through the sharing of our curriculum coverage plans.
- From September 2020 Parents/carers do not have the right to withdraw their children from relationship or health content.

**We acknowledge that parents have the right to withdraw their children from all or part of the sex education taught in the academy except for those parts included in the statutory National Curriculum: all children are expected to learn the content of the national science curriculum (see Appendix 1). Parents are encouraged to establish exactly what is covered in the lessons relevant to their child's year group and discuss any concerns about lesson content with staff at the earliest opportunity.**

If a parent wishes their child to be withdrawn from any part of our sex education lessons, they should discuss this first with the Principal, making it clear which aspects of the programme they do not wish their child to participate in and confirm their request in writing. The school always complies with the wishes of parents in this regard that is not part of statutory NC Science.

If a parent/carer requests that their child be removed from sex education, we will arrange for the child to be educated in another class not carrying out that lesson.

### **Monitoring, reporting and evaluation**

- Teachers will critically reflect on their work in delivering RSHE through the evaluation of lessons, discussion with senior leaders and through monitoring activities led by the PSHE leader.
- We will involve children in the evaluation and development of their RSHE in ways appropriate to their age.
- We will refer to local/countywide/national data.
- We will engage the children in assessment activities to establish their development needs . We will encourage children to ask questions as they arise by providing anonymous question boxes.
- We will ask children to reflect on their learning and set goals for future learning.
- We will consult children (e.g. through School Council) about their perception of the strengths of our RSHE programme and the areas to be further developed.
- The Academy Council are responsible for monitoring the delivery of our RSHE policy. Academy Council members give due consideration to any comments from parents about the RSHE programme, and require the Principal to keep a written record of parents' comments.

### **Appendix 1 RSHE Elements of the National Science Curriculum**

#### **Key Stage 2 (age 7-11 years)**

##### **Year 5 pupils should be taught to:**

- Describe the life process of reproduction in some plants and animals.
- Describe the changes as humans develop to old age.

#### **Notes and guidance**

Pupils should find out about different types of reproduction, including sexual and asexual reproduction in plants, and sexual reproduction in animals.

They might try to grow new plants from different parts of the parent plant, for example, seeds, stem and root cuttings, tubers, bulbs. They might observe changes in an animal over a period of time (for example, by hatching and rearing chicks), comparing how different animals reproduce and grow.

Pupils should draw a timeline to indicate stages in the growth and development of humans. They should learn about the changes experienced in puberty. Pupils could work scientifically by researching the gestation periods of other animals and comparing them with humans; by finding out and recording the length and mass of a baby as it grows.

## Year 6 pupils should be taught to:

- Recognise that living things produce offspring of the same kind, but normally offspring vary and are not identical to their parents.
- Recognise the impact of diet, exercise, drugs and lifestyle on the way their bodies function.

## Notes and guidance

Pupils should learn how to keep their bodies healthy and how their bodies might be damaged – including how some drugs and other substances can be harmful to the human body.

They should be introduced to the idea that characteristics are passed from parents to their offspring, for instance by considering different breeds of dogs, and what happens when, for example, labradors are crossed with poodles. They should also appreciate that variation in offspring over time can make animals more or less able to survive in particular environments, for example, by exploring how giraffes' necks got longer, or the development of insulating fur on the arctic fox. Pupils might find out about the work of palaeontologists such as Mary Anning and about how Charles Darwin and Alfred Wallace developed their ideas on evolution. Note: At this stage, pupils are not expected to understand how genes and chromosomes work.

'The programmes of study for science are set out year-by-year for Key Stages 1 and 2. Schools are, however, only required to teach the relevant programme of study by the end of the key stage. Within each key stage, schools therefore have the flexibility to introduce content earlier or later than set out in the programme of study. In addition, schools can introduce key stage content during an earlier key stage if appropriate. All schools are also required to set out their school curriculum for science on a year-by-year basis and make this information available online.'

Department for Education, September 2013

## Appendix 2

### Discrete teaching of Sex Education (non-statutory for primary schools).

In Years 5 and 6, the non-statutory aspects of relationships, sex and health education will be taught discretely in the Summer Term. Diamond Academy's approach to Relationships, Sex and Health Education is presented in a positive framework of morals, ideals and values. **At present it is not planned to teach any part of the curriculum which is non-statutory.**

In the context of respectful relationships, children are enabled to make moral decisions.

Information will be provided accurately, honestly and sensitively in an age-appropriate way. Pupils will receive their RSHE in the wider context of relationships and they will be prepared for the opportunities, responsibilities and experiences of adult life. RSHE will develop their confidence in talking, listening and thinking about feelings and relationships; it will enable them to name parts of the body and describe how their bodies work; it will enable them to protect themselves and ask for help and support; it will prepare them for puberty.

Year 5 and Year 6 teaching staff prepare lessons in RSHE with professional resources and under the appropriate guidance.

### Parents' right to withdraw

Parents' have the right to withdraw their children from the non-statutory components of RSHE.

Parents have the right, if they wish, to withdraw their children from all or part of the RSHE that does not form part of the National Curriculum. Parents will not be able to withdraw pupils from that RSHE which continues to form part of the science curriculum, nor from SRE comprised within other curriculum subjects. The right of withdrawal should not affect spontaneous discussion or the honest answering of questions that arise naturally in other curriculum areas. Parents will be notified of any changes to RSHE Policy and also at any stage of the programme at which they have the option of opting out. Parents can request to see and discuss the materials and resources used for any part of the RSHE programme that is not part of the National Curriculum.

Requests for withdrawal should be put in writing and addressed to the headteacher. A copy of withdrawal requests will be placed in the pupil's educational record.

Appropriate alternative work will be given to pupils who are withdrawn from SRE.