



S12 Relationships and Sex Education Policy

Approved by	The Governing Body
Last reviewed on:	December 2019
Next review due by:	December 2020

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1. Aims

The aims of relationships and sex education (RSE) at our school are to:

- › Provide a framework in which sensitive discussions can take place
- › Prepare pupils for puberty, and give them an understanding of sexual development and the importance of health and hygiene
- › Help pupils develop feelings of self-respect, confidence and empathy
- › Create a positive culture around issues of sexuality and relationships
- › Teach pupils the correct vocabulary to describe themselves and their bodies

2. Statutory requirements

As a secondary academy school we must provide RSE to all pupils as per section 34 of the [Children and Social work act 2017](#).

In teaching RSE, we are required by our funding agreements to have regard to [guidance](#) issued by the secretary of state as outlined in section 403 of the [Education Act 1996](#).

At The Bushey Academy we teach RSE as set out in this policy.

3. Policy development

This policy has been developed in consultation with staff, pupils and parents. The consultation and policy development process involved the following steps:

1. Review – a member of staff or working group pulled together all relevant information including relevant national and local guidance
2. Staff consultation – all school staff were given the opportunity to look at the policy and make recommendations
3. Parent/stakeholder consultation – parents and any interested parties were invited to attend a meeting about the policy
4. Pupil consultation – we investigated what exactly pupils want from their RSE
5. Ratification – once amendments were made, the policy was shared with governors and ratified

4. Definition

RSE is about the emotional, social and cultural development of pupils, and involves learning about relationships, sexual health, sexuality, healthy lifestyles, diversity and personal identity.

RSE involves a combination of sharing information, and exploring issues and values.

RSE is not about the promotion of sexual activity.

5. Curriculum

Our curriculum is set out as per Appendix 1 but we may need to adapt it as and when necessary.

We have developed the curriculum in consultation with parents, pupils and staff, taking into account the age, needs and feelings of pupils. If pupils ask questions outside the scope of this policy, teachers will respond in an appropriate manner so they are fully informed and don't seek answers online.

For more information about our curriculum, see our curriculum map in Appendix 1.

6. Delivery of RSE

RSE is taught within the personal, social, health and economic (PSHE) education curriculum. Biological aspects of RSE are taught within the science curriculum, and other aspects are included in religious education (RE).

Pupils also receive stand-alone sex education sessions delivered by a trained health professional.

RSE focuses on giving young people the information they need to help them develop healthy, nurturing relationships of all kinds including:

- › Families
- › Respectful relationships, including friendships
- › Online and media
- › Being safe
- › Intimate and sexual relationships, including sexual health

For more information about our RSE curriculum, see Appendices 1 and 2.

These areas of learning are taught within the context of family life taking care to ensure that there is no stigmatisation of children based on their home circumstances (families can include single parent families, LGBT parents, families headed by grandparents, adoptive parents, foster parents/carers amongst other structures) along with reflecting sensitively that some children may have a different structure of support around them (for example: looked after children or young carers).

7. Roles and responsibilities

7.1 The governing board

The governing board will approve the RSE policy, and hold the Principal to account for its implementation.

7.2 The Principal

The Principal is responsible for ensuring that RSE is taught consistently across the school, and for managing requests to withdraw pupils from [non-statutory/non-science] components of RSE (see section 8).

7.3 Staff

Staff are responsible for:

- › Delivering RSE in a sensitive way
- › Modelling positive attitudes to RSE
- › Monitoring progress
- › Responding to the needs of individual pupils
- › Responding appropriately to pupils whose parents wish them to be withdrawn from the [non-statutory/non-science] components of RSE

Staff do not have the right to opt out of teaching RSE. Staff who have concerns about teaching RSE are encouraged to discuss this with the Principal.

RSE will be taught by form tutors at the academy, as well as additional members of the teaching staff where appropriate.

7.4 Pupils

Pupils are expected to engage fully in RSE and, when discussing issues related to RSE, treat others with respect and sensitivity.

8. Parents' right to withdraw

Parents have the right to withdraw their children from the non-statutory/non-science components of sex education within RSE up to and until 3 terms before the child turns 16. After this point, if the child wishes to receive sex education rather than being withdrawn, the school will arrange this.

Requests for withdrawal should be put in writing using the form found in Appendix 3 of this policy and addressed to the Principal.

A copy of withdrawal requests will be placed in the pupil's educational record. The Principal and / or pastoral leaders will discuss the request with parents and take appropriate action.

Alternative work will be given to pupils who are withdrawn from sex education.

The academy will be mindful that, if a student is withdrawn from RSE education by their parents, it could make them potentially vulnerable to bullying. The academy will manage any request to withdraw a child with sensitivity, and ensure careful monitoring and pastoral support is in place where required.

9. Training

Staff are trained on the delivery of RSE as part of their form tutor training and it is included in our continuing professional development calendar. The resources for RSE will be provided to the form tutor and will have been quality checked by a member of the Senior Leadership Team attached to each year group.

The Principal and / or pastoral leaders will also invite visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSE.

10. Monitoring arrangements

The delivery of RSE is monitored by The Vice-Principal: Pastoral Care and Safeguarding through:

- Form tutor meetings
- Assemblies
- Learning walks
- Staff feedback, and student voice.

Pupils' development in RSE is monitored by class teachers as part of our internal assessment systems.

This policy will be reviewed and approved by The Governing Board annually.

Appendix 1: Curriculum map

Relationships and sex education curriculum map

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 7	Autumn Term 2	<ul style="list-style-type: none">• The different types of relationships and families in our 21 century world• Marriage as a choice (including why it must be freely entered into)• The characteristics and legal status of other types of long term relationships• What a committed, stable relationship looks like, and how it supports happiness• Friendships (including what makes a good friend, and a good work colleague; how to identify untrustworthy people and situations)• Bullying and its consequences• The dangers of stereotyping and the importance of respect to others• Puberty and adolescence	Provided by Year Team

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 8	Autumn Term 2	<ul style="list-style-type: none"> • Recap on different types of relationships • Recap on what a healthy relationship looks like and the positive effect it has on mental well-being • What makes a successful marriage or other type of committed relationship, and practical steps to take to build this • Acceptable and unacceptable behaviour in relationships, including behaviour that is criminal, coercive and violent • What constitute sexual harassment • Rights and responsibilities online (including laws around indecent images; and sharing of confidential or private material) • Identifying when a relationship is not right, the negative impact it can have on mental well-being, and how to manage such situations, including reconciliation and ending relationships • Communication and negotiation skills in relationships • Definition of consent (including how it is actively communicated and how to recognise consent from others – including its withdrawal; equality, and initial case studies • Menstruation • Roles and responsibilities of parents 	Provided by Year Team

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 9	Autumn Term 2	<ul style="list-style-type: none"> ● Recap: <ul style="list-style-type: none"> ➤ what a healthy romantic relationship looks like ➤ acceptable and unacceptable behaviour, and how to sustain a healthy relationship ➤ how to protect yourself from, and manage unhealthy behaviours in relationships ➤ communication and negotiation skills in healthy relationship ● Human development (reproduction, fertility, puberty, sexual orientation, gender identity) ● Legal position regarding consent and the law around age limit for sexualised behaviour and activities, including consent ● Benefits of being sexually abstinent ● Resisting pressure to have sexual intercourse (and not applying pressure), and practical strategies to help avoid ● Male and female genitalia ● Identification and protecting yourself from: <ul style="list-style-type: none"> ➤ female genital mutilation ➤ grooming and sexual exploitation ➤ domestic abuse ➤ honour based violence and forced marriage ➤ the effect the above can have on future relationships 	Provided by Year Team

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 10	Autumn Term 2	<ul style="list-style-type: none"> ● Recap on: <ul style="list-style-type: none"> ➤ how to create and sustain healthy relationships (including trust, respect, loyalty, shared interests, outlook, sex and friendship) ➤ sexual orientation and gender identification ➤ resisting pressure to have sex (and not applying that pressure); the value of abstinence or limiting the number of sexual partners in life. Recap on the key information around consent. ● Influence of family, peers, media, technology and other factors on sexual risk behaviour and avoiding sexual risk behaviour ● Pornography and linked dangers / distortions on real life relationships / impact of harmful online viewing ● Reproductive cycles ● Pregnancy and health / social consequences – and choices available / miscarriages ● Preventative care that is necessary to maintain reproductive and sexual health; the sexual risks associated with alcohol and drugs ● Condoms: <ul style="list-style-type: none"> ➤ Efficacy of condoms and how to obtain condoms ➤ Importance of using condoms consistency and how to use correctly; importance of using a condom at same time as another form of contraception to prevent STDs and pregnancy ● HIV,STDs and how transmitted; how to access guidance & advice; when and how to seek testing / further confidential advice 	Provided by Year Team

Appendix 2: By the end of secondary school pupils should know

TOPIC	PUPILS SHOULD KNOW
Families	<ul style="list-style-type: none"> • That there are different types of committed, stable relationships • How these relationships might contribute to human happiness and their importance for bringing up children • What marriage is, including their legal status e.g. that marriage carries legal rights and protections not available to couples who are cohabiting or who have married, for example, in an unregistered religious ceremony • Why marriage is an important relationship choice for many couples and why it must be freely entered into • The characteristics and legal status of other types of long-term relationships • The roles and responsibilities of parents with respect to raising of children, including the characteristics of successful parenting • How to: determine whether other children, adults or sources of information are trustworthy: judge when a family, friend, intimate or other relationship is unsafe (and to recognise this in others' relationships); and, how to seek help or advice, including reporting concerns about others, if needed
Respectful relationships, including friendships	<ul style="list-style-type: none"> • The characteristics of positive and healthy friendships (in all contexts, including online) including: trust, respect, honesty, kindness, generosity, boundaries, privacy, consent and the management of conflict, reconciliation and ending relationships. This includes different (non-sexual) types of relationship • Practical steps they can take in a range of different contexts to improve or support respectful relationships • How stereotypes, in particular stereotypes based on sex, gender, race, religion, sexual orientation or disability, can cause damage (e.g. how they might normalise non-consensual behaviour or encourage prejudice) • That in school and in wider society they can expect to be treated with respect by others, and that in turn they should show due respect to others, including people in positions of authority and due tolerance of other people's beliefs • About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help • That some types of behaviour within relationships are criminal, including violent behaviour and coercive control • What constitutes sexual harassment and sexual violence and why these are always unacceptable • The legal rights and responsibilities regarding equality (particularly with reference to the protected characteristics as defined in the Equality Act 2010) and that everyone is unique and equal

TOPIC	PUPILS SHOULD KNOW
Online and media	<ul style="list-style-type: none"> • Their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online • About online risks, including that any material someone provides to another has the potential to be shared online and the difficulty of removing potentially compromising material placed online • Not to provide material to others that they would not want shared further and not to share personal material which is sent to them • What to do and where to get support to report material or manage issues online • The impact of viewing harmful content • That specifically sexually explicit material e.g. pornography presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners • That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail • How information and data is generated, collected, shared and used online
Being safe	<ul style="list-style-type: none"> • The concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, forced marriage, honour-based violence and FGM, and how these can affect current and future relationships • How people can actively communicate and recognise consent from others, including sexual consent, and how and when consent can be withdrawn (in all contexts, including online)

TOPIC	PUPILS SHOULD KNOW
Intimate and sexual relationships, including sexual health	<ul style="list-style-type: none"> • How to recognise the characteristics and positive aspects of healthy one-to-one intimate relationships, which include mutual respect, consent, loyalty, trust, shared interests and outlook, sex and friendship • That all aspects of health can be affected by choices they make in sex and relationships, positively or negatively, e.g. physical, emotional, mental, sexual and reproductive health and wellbeing • The facts about reproductive health, including fertility and the potential impact of lifestyle on fertility for men and women • That there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others • That they have a choice to delay sex or to enjoy intimacy without sex • The facts about the full range of contraceptive choices, efficacy and options available • The facts around pregnancy including miscarriage • That there are choices in relation to pregnancy (with medically and legally accurate, impartial information on all options, including keeping the baby, adoption, abortion and where to get further help) • How the different sexually transmitted infections (STIs), including HIV/AIDs, are transmitted, how risk can be reduced through safer sex (including through condom use) and the importance of and facts about testing • About the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment • How the use of alcohol and drugs can lead to risky sexual behaviour • How to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment

Appendix 3: Parent form: withdrawal from sex education within RSE

TO BE COMPLETED BY PARENTS			
Name of child		Year	
Name of parent		Date	
Reason for withdrawing from sex education within relationships and sex education			
Any other information you would like the school to consider			
Parent signature			

TO BE COMPLETED BY THE SCHOOL	
Agreed actions from discussion with parents	