

RELATIONSHIPS AND SEX EDUCATION POLICY

Last update: October 2022

Statutory Requirements

As a secondary academy school we have a responsibility to 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.

We also have regard to legal duties set out in:

- Sections 406 and 407 of the Education Act 1996
- Part 6, chapter 1 of the Equality Act 2010
- The Public Sector Equality Duty (as set out in section 149 of the Equality Act 2010). This duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities

At Katharine Lady Berkeley's School we teach RSE as set out in this policy. The school fully recognises its responsibility to provide relationship and sex education that prepares students to lead safe, fulfilling and enjoyable lives.

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. It is not about the promotion of sexual activity.

Aims

- 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
- To ensure opportunities are available for young people to develop the social skills to enable them to make informed choices
- To emphasis respect and consideration for others
- Create a positive culture around issues of sexuality and relationships
- Teach pupils the correct vocabulary to describe themselves and their bodies
- To acknowledge the role that the parent/guardian may play and to work in partnership with them
- To encourage students to seek advice and guidance from the School Nurse

Curriculum

Our RSE 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, and taking into account the age, developmental stage, needs and feelings of our pupils. If pupils ask questions outside the scope of this policy, teachers will respond in an appropriate manner so that pupils are fully informed and don't seek answers online.

Content and delivery

The teaching of Relationship and Sex Education

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 across the curriculum. RSE focuses on giving young people the information they need to help them develop healthy, nurturing relationships.

In each year group, PSHE is delivered by the PSHE teaching team and also staff who have expressed an interest in delivering the programme. Training is provided for teachers as necessary to support them and to ensure content and methodology are in line with current guidelines and best practice. Overall responsibility for the PSHE programme is taken by the Heads of PSHE Assistant Headteacher. Coordination of Programmes of Study, assessment and aspects of monitoring are undertaken by the KS3 and KS4 PSHE coordinators.

Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development calendar.

The headteacher 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.

Monitoring arrangements

The delivery of RSE is monitored by the Headteacher through line management of the Personal Development Lead. Successful delivery will be monitored via:

- Line management meetings with RSE and PSHE leads.
- Planning scrutiny
- Learning walks

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

This policy will be reviewed by the Personal Development Lead annually. At every review, the policy will be approved by the headteacher and the Board of Trustees.

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).

We will also be mindful of the law and legal requirements, taking care not to condone or encourage illegal political activity, such as violent action against people, criminal damage to property, hate crime, terrorism or the illegal use of drugs.

We will teach about these topics in a manner that:

- Considers how a diverse range of pupils will relate to them
- Is sensitive to all pupils' experiences
- During lessons, makes pupils feel:
 - Safe and supported
 - Able to engage with the key messages

We will also:

- Make sure that pupils learn about these topics in an environment that's appropriate for them, for example in:
 - A whole-class setting
 - Small groups or targeted sessions
 - 1-to-1 discussions
 - Digital formats

- Give careful consideration to the level of differentiation needed

Use of resources:

We **will** consider whether any resources we plan to use:

- Are aligned with the teaching requirements set out in the statutory RSE guidance
- Would support pupils in applying their knowledge in different contexts and settings
- Are age-appropriate, given the age, developmental stage and background of our pupils
- Are evidence-based and contain robust facts and statistics
- Fit into our curriculum plan
- Are from credible sources
- Are compatible with effective teaching approaches
- Are sensitive to pupils' experiences and won't provoke distress

Confidentiality

The school's work in Relationship and Sex Education will result in sensitive issues being discussed, either with groups of pupils or with individuals. We will:

- reassure pupils that their best interests will be maintained;
- encourage pupils to talk to their parents/carers and provide support in this if necessary;
- ensure that pupils are aware that teachers cannot offer unconditional confidentiality;
- inform pupils that if an external agency needs to be informed, they will be told first and supported appropriately;
- pursue the Child Protection guidelines and procedures if there is any possibility of abuse;
- ensure that pupils are informed of sources of confidential help.

The use of outside visiting speakers and health professionals

We will make sure that an agency and any materials used are appropriate and in line with our legal duties around political impartiality. Visitors will only take part in sex education lessons with the agreement of the SLT line manager of relationships and sex education.

The school remains responsible for what is said to pupils. This includes making sure that any speakers, tools and resources used don't undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

We **will**:

- Make appropriate checks and engage with external agencies to make sure that their approach to teaching about RSE is balanced, and it and the resources they intend to use:
 - Are age-appropriate
 - Are in line with pupils' developmental stage
 - Comply with:
 - This policy
 - The Teachers' Standards
 - The Equality Act 2010
 - The Human Rights Act 1998
 - The Education Act 1996
 - Only work with external agencies where we have full confidence in the agency, its approach and the resources it uses
 - Make sure that any speakers and resources meet the intended outcome of the relevant part of the curriculum
 - Review any case study materials and look for feedback from other people the agency has worked with
- Be clear on:
- What they're going to say
 - Their position on the issues to be discussed
- Ask to see in advance any materials that the agency may use

- Know the named individuals who will be there, and follow our usual safeguarding procedures for these people
 - Conduct a basic online search and address anything that may be of concern to us, or to parents and carers
 - Check the agency’s protocol for taking pictures or using any personal data they might get from a session
 - Remind teachers that they can say “no” or, in extreme cases, stop a session
 - Make sure that the teacher is in the room during any sessions with external speakers
- We **won’t**, under any circumstances:

- Work with external agencies that take or promote extreme political positions
- Use materials produced by such agencies, even if the material itself is not extreme

Roles and responsibilities

The Board of Trustees

- The Board of Trustees will approve the RSE policy, and hold the headteacher to account for its implementation.

The headteacher

- The headteacher is responsible for ensuring that RSE is taught consistently across the school, and for managing requests to withdraw pupils from non-statutory components of RSE.

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 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 headteacher.

The content of the RSE curriculum will be delivered by competent and confident teachers that are given adequate training. The teachers responsible for RSE teaching are:

AJO
KAW

8.4 Pupils

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

The right of parents to withdraw their child from Sex Education

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 headteacher. A copy of withdrawal requests will be placed in the pupil's educational record. The headteacher will discuss the request with parents and take appropriate action. Alternative school work will be given to pupils who are withdrawn from sex education.

Links to other policies

Safeguarding

Child Protection

Confidentiality

Anti-Bullying

E-Safety

Appendix 1: Curriculum map

Relationships and sex education curriculum map

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 7	Term 3	about identity, rights and responsibilities about living in a diverse society how to challenge prejudice, stereotypes and discrimination the signs and effects of all types of bullying, including online how to respond to bullying of any kind, including online how to support others	All resources are on the TDrive →Depts →PSHE
	Term 5	how to develop self-worth and self-efficacy about qualities and behaviours relating to different types of positive relationships how to recognise unhealthy relationships how to recognise and challenge media stereotypes how to evaluate expectations for romantic relationships about consent, and how to seek and assertively communicate consent	

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 8	Term 3	<p>how to manage influences on beliefs and decisions</p> <p>about group-think and persuasion</p> <p>how to develop self-worth and confidence</p> <p>about gender identity, transphobia and gender-based discrimination</p> <p>how to recognise and challenge homophobia and biphobia</p> <p>how to recognise and challenge racism and religious discrimination</p>	<p>All resources are on the TDrive →Depts →PSHE</p>
	Term 5	<p>the qualities of positive, healthy relationships</p> <p>how to demonstrate positive behaviours in healthy relationships</p> <p>about gender identity and sexual orientation</p> <p>about forming new partnerships and developing relationships</p> <p>about the law in relation to consent</p> <p>that the legal and moral duty is with the seeker of consent</p> <p>how to effectively communicate about consent in relationships</p> <p>about the risks of 'sexting' and how to manage requests or pressure to send an image</p> <p>about basic forms of contraception, e.g. condom and pill</p>	

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
Year 9	Term 3	<p>about different types of families and parenting, including single parents, same sex parents, blended families, adoption and fostering</p> <p>about positive relationships in the home and ways to reduce homelessness amongst young people</p> <p>about conflict and its causes in different contexts, e.g. with family and friends</p> <p>conflict resolution strategies</p> <p>how to manage relationship and family changes, including relationship breakdown, separation and divorce</p> <p>how to access support services</p>	All resources are on the TDrive →Depts →PSHE
	Term 5	<p>about readiness for sexual activity, the choice to delay sex, or enjoy intimacy without sex</p> <p>about myths and misconceptions relating to consent</p> <p>about the continuous right to withdraw consent and capacity to consent</p> <p>about STIs, effective use of condoms and negotiating safer sex</p> <p>about the consequences of unprotected sex, including pregnancy</p> <p>how the portrayal of relationships in the media and pornography might affect expectations</p> <p>how to assess and manage risks of sending, sharing or passing on sexual images</p> <p>how to secure personal information online</p>	

YEAR GROUP	TERM	TOPIC/THEME DETAILS	RESOURCES
10	NA (Carousels offering)	X6 Lessons in each rotation covering: Parenting Revenge Porn Same sex relationships Sexism and gender prejudice Relationship abuse Consent	Please see T drive: T:\Departments\RE\1. Schemes of work and lessons\Key Stage 4 Sept 2022 2023\PSHE HWC 2022 2023\Year 10\3. RSE Relationships and Sex Ed Y10 - KAW
11	NA (Carousels offering)	X5 Lessons in each rotation covering: Relationship types What is good sex Safe sex and chem sex Relationship breakups Consent, rape and sexual abuse	Please see T Drive: T:\Departments\RE\1. Schemes of work and lessons\Key Stage 4 Sept 2022 2023\PSHE HWC 2022 2023\Year 11\3. RSE Relationships and Sex Ed Y11 - KAW

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

TOPIC	PUPILS SHOULD KNOW
Families	<p>That there are different types of committed, stable relationships</p> <p>How these relationships might contribute to human happiness and their importance for bringing up children</p> <p>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</p> <p>Why marriage is an important relationship choice for many couples and why it must be freely entered into</p> <p>The characteristics and legal status of other types of long-term relationships</p> <p>The roles and responsibilities of parents with respect to raising of children, including the characteristics of successful parenting</p> <p>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</p>
Respectful relationships, including friendships	<p>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</p> <p>Practical steps they can take in a range of different contexts to improve or support respectful relationships</p> <p>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)</p> <p>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</p> <p>About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help</p> <p>That some types of behaviour within relationships are criminal, including violent behaviour and coercive control</p> <p>What constitutes sexual harassment and sexual violence and why these are always unacceptable</p> <p>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</p>

TOPIC	PUPILS SHOULD KNOW
Online and media	<p>Their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online</p> <p>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</p> <p>Not to provide material to others that they would not want shared further and not to share personal material which is sent to them</p> <p>What to do and where to get support to report material or manage issues online</p> <p>The impact of viewing harmful content</p> <p>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</p> <p>That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail</p> <p>How information and data is generated, collected, shared and used online</p>
Being safe	<p>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</p> <p>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)</p>

TOPIC	PUPILS SHOULD KNOW
<p>Intimate and sexual relationships, including sexual health</p>	<p>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</p> <p>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</p> <p>The facts about reproductive health, including fertility and the potential impact of lifestyle on fertility for men and women</p> <p>That there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others</p> <p>That they have a choice to delay sex or to enjoy intimacy without sex</p> <p>The facts about the full range of contraceptive choices, efficacy and options available</p> <p>The facts around pregnancy including miscarriage</p> <p>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)</p> <p>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</p> <p>About the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment</p> <p>How the use of alcohol and drugs can lead to risky sexual behaviour</p> <p>How to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment</p>

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

TO BE COMPLETED BY PARENTS			
Name of child		Class	
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	
School signature	