

Policy for Relationships & Sex Education

Cambian Dilston College

Policy Author / Reviewer	Michael Kennedy
Approval Date	13-05-2022
Next Review Date	01-08-2022
Version No	2
Policy Level	Local
Staff Groups Affected	All Staff

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1. Monitoring & Review

The Policy Author will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later one year from the date of approval shown above, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Signed:

Naseem Ahktar

(Interim) Principal

May 2022

2. Purpose

The purpose of a whole school Relationships and Sex Education policy is to:

- Explain the definition, aims and objectives of RSE.
- Describe what we teach and the approaches we use.

This policy helps ensure that the whole school community (pupils, parents/carers, staff, and governors) have a shared understanding of this important area of the curriculum. It is accessible to all stakeholders on the school website or by request.

As a school which values personal development in our children and young people, we ensure our RSE is up to date and regularly evaluated.

This is a working document which provides guidance and information on all aspects of RSE and aims to provide a secure framework within which staff can work.

The term Relationships and Sex Education, RSE, is used in this policy rather than Sex Education. This is to stress that our approach goes beyond provision of biological information to also focus on clarifying attitudes and values, and developing self-esteem and the skills to manage relationships.

3. 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 students 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

The aims above are in line with our school Ethos. These are the core values that underpin a future where our students are fully included and respected in society: SelfGrowth, Patience, Inclusion, Respect, Interconnected and Trustworthiness.

4. Statutory Requirements

In College, we must provide RSE to all pupils as per the Children and Social work act 2017.

In teaching RSE, we must have regard to guidance issued by the secretary of state as outlined in section 403 of the Education Act 1996.

5. Policy Development

This policy has been developed in consultation with staff, pupils and parents/carers. 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/carers and any interested parties were invited to attend a meeting about the policy
4. Student Consultation – we investigated what exactly students want from their RSE
5. Ratification – once amendments were made, the policy was shared with governors and ratified

6. Definition

RSE is about the emotional, social and cultural development of students, 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.

7. 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/carers, students and staff, considering the age, needs and feelings of students. If students 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.

Primary sex education will focus on:

- Preparing boys and girls for the changes that adolescence brings
- How a baby is conceived and born

8. 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, such as:

- The Reproductive System – Male and Female
- The Menstrual Cycle
- Contraception – hormonal and non-hormonal
- Sexually Transmitted Infections (e.g., HIV/AIDS)

Students will 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

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).

Safeguarding

Some issues may result in children and young people making disclosures which will be addressed in line with the school safeguarding policy and procedures.

RSE plays a very important part in fulfilling the statutory duties all schools have to meet. SRE helps children understand the difference between safe and abusive relationships and equips them with the skills to get help if they need it.

Cambian Spring Hill School ensures these requirements are met through; staff training and awareness, daily support in school to pupils, parents/carers and staff, and liaison with external agencies.

Confidentiality

Staff will follow school's policy with regard to confidentiality. Pupils should also be made aware of the boundaries of confidentiality should they choose to make a disclosure to a member of staff.

A member of staff cannot promise confidentiality if concerns exist.

9. Roles and Responsibilities

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

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

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 Head of Education.

Students are expected to engage fully in RSE and, when discussing issues related to RSE, treat others with respect and sensitivity. This response is in line with our core values of maintaining a positive attitude, respect for others at all times and displaying high levels of commitment.

10. Parents' Right to Withdraw

Parents/carers have the right to withdraw their children from the [non-statutory/nonscience] 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 provided adhering to this policy and addressed to the Head teacher.

A copy of withdrawal requests will be placed in the student's educational record. The Head of Education will discuss the request with parents/carers and take appropriate action.

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

11. Training

Staff are trained on the delivery of RSE and meet on a regular basis with the PSHE Coordinator during accountability meetings.

The Head of Education and PSHE Co-ordinator will also invite visiting speakers and support agencies in to school, such as sexual health professionals, to provide support and training to staff teaching RSE.

12. Monitoring Arrangements

The delivery of RSE is monitored by the Head of Curriculum and PSHE Co-ordinator through the Quality Assurance programme of learning walks, book scrutiny, lesson observations and student voice via the student council and questionnaires.

Students' development in RSE is monitored by class teachers through discussion and formative assessment and summative assessment.

This policy will be reviewed every two years. At every review, the policy will be approved by the governing body.

13. Appendix 1: Curriculum Overview

Core Topics		Autumn Half-Term 1 Health & Wellbeing	Autumn Half-Term 2 Relationships	Spring Half-Term 1 Living in a wider world	Spring Half-Term 2 Health & Wellbeing	Summer Half-Term 1 Relationships	Summer Half-Term 2 Living in a wider world
	Year 1	<ul style="list-style-type: none"> Mental Health Intro – Depression Healthy Living – Benefits of Exercise How can we manage anger? What do we mean by a healthy lifestyle? 	<ul style="list-style-type: none"> Keeping Safe Bullying or Banter? Cyber Bullying Family Relationships 	<ul style="list-style-type: none"> How does Self-esteem help us achieve? Being a resilient student Social Media – Safe and Private Prejudice and Discrimination – Racism 	<ul style="list-style-type: none"> Periods – What happens, when and why? Puberty – What happens, when and why? What is FGM and why is it dangerous? The dangers of Smoking 	<ul style="list-style-type: none"> Personal Identity – British Values What is Radicalisation and Extremism? Keeping good friendships Keeping safe and positive relationships 	<ul style="list-style-type: none"> What are different financial products for? What are different financial transactions? How can we budget our money? Creating a personal budget plan
		<ul style="list-style-type: none"> Emotional Literacy – Why is self-awareness and sensitivity important? Managing my Behaviour to Achieve Self-Confidence and Goals 	<ul style="list-style-type: none"> Safe Sex – Consent Safe Sex – Contraception and STIs Safe Sex – The Dangers of Pornography 	<ul style="list-style-type: none"> Discrimination, Teens and the Media – How is the media prejudice towards teenagers and what impact could this have? Homophobia 	<ul style="list-style-type: none"> Cancer Awareness Personal Safety and First Aid Teen Pregnancy – What issues do young parents face? 	<ul style="list-style-type: none"> Radicalisation and Extremism – How can we prevent it? How do extreme leaders attract converts? 	<ul style="list-style-type: none"> Careers Focus – Communication Skills Careers Focus – Teamwork Skills Finance – Income and Expenditure
		<input type="checkbox"/> What is Mindfulness?	<input type="checkbox"/> Safe Sex – Sexting and the Dangers of Sharing Images	<input type="checkbox"/> Internet Safety – Online Grooming <input type="checkbox"/> Prejudice and Stereotypes – How are disabled people portrayed in the media?	<input type="checkbox"/> Vaping, Nicotine and Addiction	<input type="checkbox"/> Cults, Religions and their Leaders <input type="checkbox"/> Extreme Groups	<input type="checkbox"/> Finance – Income Tax and National Insurance

	Year 2	<input type="checkbox"/> Mental Health – How can we cope successfully with stress? <input type="checkbox"/> How can we manage anxiety? <input type="checkbox"/> Acid Attacks <input type="checkbox"/> Self-Harm	<input type="checkbox"/> How can we keep good mental health and body image? <input type="checkbox"/> Body Image, Media and Eating Disorders <input type="checkbox"/> Domestic Violence and Abusive Relationships <input type="checkbox"/> How can we deal with peer pressure?	<input type="checkbox"/> Knife Crime – How does it impact our lives? <input type="checkbox"/> How does the law treat young offenders? <input type="checkbox"/> Human Trafficking and Modern Slavery <input type="checkbox"/> What is Genocide?	<input type="checkbox"/> Alcohol Awareness <input type="checkbox"/> Drugs and the Law <input type="checkbox"/> Responsible Health Choices – Vaccinations, blood and organ donation, Stem cells and hygiene <input type="checkbox"/> Human Rights Focus – Why can't some children gain an education?	<input type="checkbox"/> Child Sexual Exploitation <input type="checkbox"/> Immigration: The UK and Diverse Communities <input type="checkbox"/> British Community, Religion and Culture <input type="checkbox"/> Who are the LGBT Community?	<input type="checkbox"/> How can I avoid debt? <input type="checkbox"/> Money Management: Navigating Financial Institutions <input type="checkbox"/> Self-Discipline to Achieve <input type="checkbox"/> Sustainability
	Year 3	<input type="checkbox"/> Managing tough times: Change, Grief and Bereavement <input type="checkbox"/> Suicide <input type="checkbox"/> Screen Time – How much is too much? <input type="checkbox"/> Social Media and SelfEsteem	<input type="checkbox"/> Conflict Management <input type="checkbox"/> Forced and Arranged Marriages <input type="checkbox"/> Harassment and Stalking <input type="checkbox"/> Revenge Porn	<input type="checkbox"/> The Right Career for Me <input type="checkbox"/> What are employers looking for in CV's? <input type="checkbox"/> Rights and Responsibilities in the Workplace <input type="checkbox"/> Why do we need an International Women's Day?	<input type="checkbox"/> Living Responsibly <input type="checkbox"/> Homelessness <input type="checkbox"/> Hate Crime <input type="checkbox"/> Tattoos and Piercings <input type="checkbox"/> How harmful is 'Binge' drinking?	<input type="checkbox"/> Same Sex Relationships <input type="checkbox"/> Gender and Trans Identity <input type="checkbox"/> Community Cohesion <input type="checkbox"/> Sexism	<input type="checkbox"/> Anti-Social Behaviour <input type="checkbox"/> County Lines <input type="checkbox"/> Money Laundering <input type="checkbox"/> Overt and Covert Racism
		<input type="checkbox"/> Why is PSHE so important? <input type="checkbox"/> Fertility and Reproductive Health <input type="checkbox"/> Digital Footprints <input type="checkbox"/> The Importance of Sleep	<input type="checkbox"/> What is good sex? <input type="checkbox"/> Consent, Rape and Sexual Abuse <input type="checkbox"/> Safe Sex and Chem Sex <input type="checkbox"/> Relationship Breakups	<input type="checkbox"/> Applying to College and University <input type="checkbox"/> GCSE Revision and Study Skills <input type="checkbox"/> How to prepare for a job interview <input type="checkbox"/> Independent Living	<input type="checkbox"/> First Aid – CPR <input type="checkbox"/> Gambling and Online Gaming <input type="checkbox"/> Obesity and Body Positivity <input type="checkbox"/> Why do we take risks?	<input type="checkbox"/> Happiness and Positivity <input type="checkbox"/> Types of Relationships <input type="checkbox"/> Bullying – Body Shaming	<input type="checkbox"/> Cyber Crime and Online Fraud <input type="checkbox"/> Internet Safety: The Dark Web <input type="checkbox"/> Extremism <input type="checkbox"/> Multiculturalism

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

Topic	Pupils Should Know
Families and People who care about me	<ul style="list-style-type: none"> <input type="checkbox"/> That families are important for children growing up because they can give love, security and stability <input type="checkbox"/> The characteristics of healthy family life, commitment to each other, including in times of difficulty, protection and care for children and other family members, the importance of spending time together and sharing each other's lives <input type="checkbox"/> That others' families, either in school or in the wider world, sometimes look different from their family, but that they should respect those differences and know that other children's families are also characterised by love and care <input type="checkbox"/> That stable, caring relationships, which may be of different types, are at the heart of happy families, and are important for children's security as they grow up <input type="checkbox"/> That marriage represents a formal and legally recognised commitment of two people to each other which is intended to be lifelong <input type="checkbox"/> How to recognise if family relationships are making them feel unhappy or unsafe, and how to seek help or advice from others if needed
Caring Friendships	<ul style="list-style-type: none"> <input type="checkbox"/> How important friendships are in making us feel happy and secure, and how people choose and make friends <input type="checkbox"/> The characteristics of friendships, including mutual respect, truthfulness, trustworthiness, loyalty, kindness, generosity, trust, sharing interests and experiences and support with problems and difficulties <input type="checkbox"/> That healthy friendships are positive and welcoming towards others, and do not make others feel lonely or excluded <input type="checkbox"/> That most friendships have ups and downs, and that these can often be worked through so that the friendship is repaired or even strengthened, and that resorting to violence is never right <input type="checkbox"/> How to recognise who to trust and who not to trust, how to judge when a friendship is making them feel unhappy or uncomfortable, managing conflict, how to manage these situations and how to seek help or advice from others, if needed
Respectful Relationships	<ul style="list-style-type: none"> <input type="checkbox"/> The importance of respecting others, even when they are very different from them (for example, physically, in character, personality or backgrounds), or make different choices or have different preferences or beliefs <input type="checkbox"/> Practical steps they can take in a range of different contexts to improve or support respectful relationships <input type="checkbox"/> The conventions of courtesy and manners <input type="checkbox"/> The importance of self-respect and how this links to their own happiness

	<input type="checkbox"/> 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 those in positions of authority
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Topic	Pupils Should Know
	<input type="checkbox"/> About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help <input type="checkbox"/> What a stereotype is, and how stereotypes can be unfair, negative or destructive <input type="checkbox"/> The importance of permission-seeking and giving in relationships with friends, peers and adults
Online Relationships	<input type="checkbox"/> That people sometimes behave differently online, including by pretending to be someone they are not <input type="checkbox"/> That the same principles apply to online relationships as to face-to face relationships, including the importance of respect for others online including when we are anonymous <input type="checkbox"/> The rules and principles for keeping safe online, how to recognise risks, harmful content and contact, and how to report them <input type="checkbox"/> How to critically consider their online friendships and sources of information including awareness of the risks associated with people they have never met <input type="checkbox"/> How information and data is shared and used online

Being Safe	<ul style="list-style-type: none"> <input type="checkbox"/> What sorts of boundaries are appropriate in friendships with peers and others (including in a digital context) <input type="checkbox"/> About the concept of privacy and the implications of it for both children and adults; including that it is not always right to keep secrets if they relate to being safe <input type="checkbox"/> That each person's body belongs to them, and the differences between appropriate and inappropriate or unsafe physical, and other, contact <input type="checkbox"/> How to respond safely and appropriately to adults they may encounter (in all contexts, including online) whom they do not know <input type="checkbox"/> How to recognise and report feelings of being unsafe or feeling bad about any adult <input type="checkbox"/> How to ask for advice or help for themselves or others, and to keep trying until they are heard <input type="checkbox"/> How to report concerns or abuse, and the vocabulary and confidence needed to do so <input type="checkbox"/> Where to get advice e.g. family, school and/or other sources
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15. Appendix 3: By the end of College pupils should know

Topic	Pupils Should Know
Families	<ul style="list-style-type: none"> <input type="checkbox"/> That there are different types of committed, stable relationships <input type="checkbox"/> How these relationships might contribute to human happiness and their importance for bringing up children <input type="checkbox"/> 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 <input type="checkbox"/> Why marriage is an important relationship choice for many couples and why it must be freely entered into <input type="checkbox"/> The characteristics and legal status of other types of long-term relationships <input type="checkbox"/> The roles and responsibilities of parents with respect to raising of children, including the characteristics of successful parenting

	<ul style="list-style-type: none"> □ 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
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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)
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

	<ul style="list-style-type: none"> ❑ The facts about the full range of contraceptive choices, efficacy and options available ❑ The facts around pregnancy including miscarriage
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Topic	Pupils Should Know
	<ul style="list-style-type: none"> ❑ 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

16. Appendix 4: Parent Form: Withdrawal from Sex Education within RSE

To be completed by Parents/Carers			
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			
Parent Print Name			
Date			
To be completed by the School			
Agreed actions from discussion with parents			
Teacher Signature			

Teacher Print Name	
Date	