

RELATIONSHIP & SEX   
EDUCATION POLICY (RSE)

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| Reference this policy is aligned to with LCC | **March 2015** |
| Agreed with Support Staff Trade Unions | **n/a** |
| Adopted by the Governing Body | **May 2021** |
| Next Review Due | **Sep 2023** |
| Agreed with Teacher Trade Unions and Professional Associations | **n/a** |

### Introduction

This policy was initially developed in response to Sex and Relationship Education Guidance DfE 2000, and has been updated to reflect 2019 statutory guidance from the DfE. This guidance was published in Relationships Education, Relationships and Sex Education (RSE) and Health Education 2019 on the DfE website. In addition, the following publications were also consulted:

* Apprenticeships, Skills, Children and Learning Act 2009, updated: 30 April 2021
* National Curriculum Framework Education Act 2002, updated Dec 2014
* Academies Act 2010
* Equalities Act 2010
* PSHE Guidance 2018
* Brook RSE guidance 2021
* Leicestershire Healthy Schools
* The Children and Social Work Act 2017

### The consultation process has involved

* Student focus groups / school council
* Review of RSE curriculum content with staff and students
* Consultation with school governors

### What is Relationship and Sex Education?

RSE is lifelong learning about physical, sexual, moral and emotional development. It is about the understanding of the importance of stable and loving relationships, respect, love and care, for family life. It involves acquiring information, developing skills and forming positive beliefs, values and attitudes.

### Principles & Values

In addition, Welland Park Academy believes that RSE should:

* Be an integral part of the lifelong learning process, beginning in early childhood and continue into adult life
* Be an entitlement for all young people
* Encourage every student to contribute to make our community and aims to support each individual as they grow and learn
* Be set within the wider school context and supports family commitment and love, respect and affection, knowledge and openness. Family is a broad concept; not just one model, e.g. nuclear family. It includes a variety of types of family structure, and acceptance of different approaches
* Encourage students and teachers to share and respect each other’s views. We are aware of different approaches to sexual orientation, without promotion of any particular family structure. The important values are love, respect and care for each other
* Generate an atmosphere where questions and discussion on sexual matters can take place without any stigma or embarrassment
* Recognise that parents are the key people in teaching their children about sex, relationships and growing up. We aim to work in partnership with parents and students, consulting them about the content of programmes
* Recognise that the wider community has much to offer and we aim to work in partnership with health professionals, social workers, peer educators and other mentors or advisers
* Ensure that all students have the opportunity to gain an awareness of RSE by the time they leave WPA. If this conflicts with parents’ wishes every effort will be made to find compromise, but students are entitled to make their own choices three terms before their sixteenth birthday

Relationship and Sex Education in this school has three main elements:

**Attitudes and Values**

* Learning the importance of values, individual conscience and moral choices
* Learning the value of family life, stable and loving relationships, and marriage
* Learning about the nurturing of children
* Learning the value of respect, love and care
* Exploring, considering and understanding moral dilemmas
* Developing critical thinking as part of decision-making
* Challenging myths, misconceptions and false assumptions about normal behaviour

**Personal and Social Skills**

* Learning to manage emotions and relationships confidently and sensitively
* Developing self-respect and empathy for others
* Learning to make choices with an absence of prejudice
* Developing an appreciation of the consequences of choices made
* Managing conflict
* Empower students with the skills to be able to avoid inappropriate pressures or advances (both as exploited or exploiter)
* Developing an awareness and respect for all sexual orientations

**Knowledge and Understanding**

* Learning about contraception and the range of local and national sexual health advice, contraception and support services
* Understanding the meaning of the word ‘consent’
* Learning 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.
* Learning 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
* Learning the facts about reproductive health, including fertility, and the potential impact of lifestyle on fertility for men and women and menopause
* Understanding that there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others
* Understanding that they have a choice to delay sex or to enjoy intimacy without sex
* Learning the facts around pregnancy including miscarriage and 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)
* Identifying how 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
* Learning about the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment
* Understanding how the use of alcohol and drugs can lead to risky sexual behaviour
* Being aware of how to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment
* Understanding 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
* Learning 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)
* Identifying 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
* Learning practical steps students can take in a range of different contexts to improve or support respectful relationships
* Understanding 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)
* Understanding 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
* Learning about different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help
* Understanding that some types of behaviour within relationships are criminal, including violent behaviour and coercive control
* Understanding what constitutes sexual harassment and sexual violence and why these are always unacceptable
* Understanding 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
* Learning key facts about puberty, the changing adolescent body and menstrual wellbeing
* Learning the main changes which take place in males and females, and the implications for emotional and physical health

### Aims

The aim of RSE is to provide balanced factual information about human reproduction, together with consideration of the broader emotional, ethical, religious, and moral dimensions of sexual health. Our RSE programme aims to prepare students for an adult life in which they can:

* Develop positive values and a moral framework that will guide their decisions, judgements and behaviour; have the confidence and self-esteem to value themselves and others and respect for individual conscience and the skills to judge what kind of relationship they want
* Understand the consequences of their actions and behave responsibly within sexual and pastoral relationships
* Avoid being exploited or exploiting others or being pressured into unwanted or unprotected sex
* Communicate effectively by developing appropriate terminology for sex and relationship issues.
* Develop awareness of their sexuality and understand human sexuality; challenge sexism and prejudice, and promote equality and diversity
* Understand the arguments for delaying sexual activity
* Understand the reasons for having protected sex
* Have sufficient information and skills to protect themselves and, where they have one, their partner from uninvited/unwanted conceptions and sexually transmitted infections including HIV
* Be aware of sources of help and acquire the skills and confidence to access confidential health advice, support and treatment if necessary
* Know how the law applies to sexual relationships, child sexual offences and the possession of indecent images

### Organisation & content of Relationship & Sex Education

Welland Park Academy specifically delivers Relationship and Sex Education through its Citizenship (including PSHE) programme, RE, ICT and Science lessons at KS3, and KS4.

Much of the Relationship and Sex Education at Welland Park Academy takes place within Citizenship lessons, which includes the teaching of PSHE. Tutors generally deliver the PSHE Curriculum, with support from professionals where appropriate. Form tutors work closely with their tutees over a number of years and we believe that they are usually the best people to work with the students on many of the RSE topics as they are aware of each student's individual circumstances. RSE lessons are set within the wider context of the PSHE curriculum and focus more on the emotional aspects of development and relationships, although the physical aspects of puberty and reproduction are also included. The Science National Curriculum is delivered by staff in the Science department. These lessons are more concerned with the physical aspects of development and reproduction, although the importance of relationships is not forgotten.

The Citizenship (PSHE) Programme and Science National Curriculum are taught in every year.

Any RSE lesson may consider questions or issues that some students will find sensitive. Before embarking on these lessons ground rules are established which prohibit inappropriate personal information being requested or disclosed by those taking part in the lesson. When students ask questions, we aim to answer them honestly, within the ground rules established at the start of the sessions. When it is felt that answering a specific question would involve information at a level inappropriate to the development of the rest of the students, the question may be dealt with individually at another time.

More expert or specialist teachers support tutors who are uncomfortable with teaching certain aspects of the curriculum. Support is offered from the year team (Pastoral) or from the Citizenship KS leaders, who plan and/or deliver lessons if required.

Assessment is carried out at the end of every module and involves teacher, student and peer assessment of knowledge and understanding, interpersonal skills, and attitudes.

### Inclusion

*Ethnic and Cultural Groups*

We intend our policy to be sensitive to the needs of different ethnic groups. For some young people it is not culturally appropriate for them to be taught particular items in mixed groups. We will respond to parental requests and concerns.

*Students with Special Needs*

We will ensure that all young people receive Sex and Relationship Education, and we will offer provision appropriate to the particular needs of all our students, taking specialist advice where necessary.

*Sexual Identity and Sexual Orientation*

We aim to deal sensitively and honestly with issues of sexual orientation, answer appropriate questions and offer support. Young people, whatever their developing sexuality need to feel that Sex and Relationship Education is relevant to them.

### Right of withdrawal of students from Relationship & Sex Education

Some parents prefer to take the responsibility for aspects of this element of education. They have the right to withdraw their children from Sex Education except for those parts included in the statutory Science National Curriculum. There is no right to withdraw from Relationships Education or Health Education. Parents are encouraged to discuss their decisions with staff at the earliest opportunity. Parents are welcome to review any RSE resources the school uses and parents are also informed when RSE is going to be delivered to their children. Parents can request to withdraw the child from sex education, up to and until three terms before their child turns 16. After that point, if the child wishes to receive sex education rather than be withdrawn, the school will make arrangements to provide the child with sex education during one of those terms.

### Confidentiality, controversial and sensitive issues

Teachers cannot offer unconditional confidentiality. Teachers are not legally bound to inform parents or the Principal of any disclosure unless the Principal has specifically requested them to do so.

In a case where a teacher learns from an under 16 year old that they are having or contemplating sexual intercourse:

* The young person will be persuaded, wherever possible, to talk to parent/carer and if necessary to seek medical advice
* The teacher will follow the safe-guarding policy
* Child protection issues will be referred to the DDSL responsible for Child Protection under the school's procedures. Students and staff are aware of who the Designated and Deputy Designated Safeguarding Leaders (DSLs and DDSLs) are
* The young person will be properly counselled about contraception, including precise information about where young people can access contraception and advice services

In any case where child protection procedures are followed, the teacher will ensure that the young person understands that if confidentiality has to be broken, they will be informed first.

Health professionals in school are bound by their codes of conduct in a one-to-one situation with an individual student, but in a classroom situation they must follow the school's confidentiality policy.

### Monitoring & Evaluation of Relationship & Sex Education

It is the responsibility of the Citizenship (PSHE) leaders to oversee and organise the monitoring and evaluation of PSHE and the execution of the RSE policy, in the context of the overall school plans for monitoring the quality of teaching and learning. The PSHE programme will be evaluated in annual self-evaluation and monitoring exercise managed by both KS3 and KS4 leaders.

The Governors Teaching & Learning Committee is responsible for overseeing, reviewing and organising the revision of the Relationship & Sex Education Policy and challenging the monitoring and implementation of the policy in school.

Ofsted is required to evaluate and report on spiritual, moral, social and cultural development of students. This includes evaluating and commenting on the school's Relationship & Sex Education policy, and on support and staff development, training and delivery.

**Principal signature**……………………………………………………………………..

**Governor signature**…………………………………………………………………………

**Pupil Representative signature**……………………………………………………………

**Date** 11/05/2021