



MLT Relationships, Sex and Health Education Policy

Policy Review

This policy will be reviewed in full by the Executive Management Group (EMG) and agreed by the Students and Standards (S&S) Committee every three years.

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Relationships Health and Sex Education policy

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1. Intent and aims

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

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

RSHE is not about the promotion of sexual activity.

The aims of relationships, health and sex education (RSHE) 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 students develop feelings of **self-respect, confidence and empathy**
- Create a **positive culture** around issues of sexuality and relationships
- Teach students the **correct vocabulary** to describe themselves and their bodies

2. Statutory requirements

As secondary academies, MLT schools must provide RSHE Education to all students under section 34 of the Children and Social Work Act 2017.

In teaching RSHE, we're required by our funding agreement to have regard to the guidance issued by the secretary of state, as outlined in section 403 in 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. 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 activities

3. Individual responsibilities

The Trustees

The Trust Board have delegated the approval of this policy to the Students and Standards Committee.

The Headteacher

The Headteacher of each MLT school is responsible for ensuring that RSHE is taught consistently across the school, and for managing requests to withdraw students from non-science components of RSHE.

Staff

Staff are responsible for:

- Delivering RSHE in a sensitive way
- Modelling positive attitudes to RSHE
- Monitoring progress
- Responding to the needs of individual students
- Responding appropriately to students whose parents wish them to be withdrawn from the non-science components of RSHE

Staff do not have the right to opt out of teaching RSHE. Staff who have concerns about teaching RSHE are encouraged to discuss this with their line manager.

RSHE will be coordinated by the SLT RSHE Lead in each Trust School along with the relevant pastoral staff.

Students

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

Parents' right to withdraw

Parents have the right to withdraw their children from the non-science components of sex education within RSHE 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 and addressed to the headteacher.

A copy of withdrawal requests will be placed in the student's file. The headteacher will discuss the request with parents and take appropriate action, such as where the student goes for that session

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

4. Structure of School Level delivery/content

Our curriculum is set out as per Appendix 1 but may be adapted and updated as and when necessary.

We have consulted with parents, students and staff, taking into account 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.

We recognise the need for a whole school approach to RSHE in which a progressive and inclusive curriculum is central; and meets the needs of all students. We will teach about these topics in a manner that:

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

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

RSHE 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 students with SEND, the school will refer to the specific learning needs of individuals through their EHCP and other knowledge and information, when planning and delivering sessions.

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).

5. Staff Training

Staff are trained on the delivery of RSHE as part of their form tutor role and it is included in our continuing professional development calendar.

6. Monitoring and review

The delivery of RSHE is monitored by the SLT Lead along with relevant Teaching and Learning and Pastoral staff. Monitoring will take place through planning scrutiny, staff feedback and learning walks.

Students' development in RSHE is monitored by form teachers as part of internal assessment systems.

This policy will be reviewed by the MLT Team when there is a legislative change and approved by the Students and Standards Committee on behalf of the Trust Board.

Appendix 1: Curriculum map

Relationships and sex education curriculum map

(Source Health Education Partnership)

Year 7 Puberty & Adolescence	Lesson 1: Changes in puberty Lesson 2: Managing feelings Lesson 3: Getting help and support
Year 8 Communication Behaviour & Sexual Health	Lesson 1: Communicating in relationships Lesson 2: Conception Lesson 3: Contraception
Year 9 Recognising & Managing Risk	Lesson 1: Sexual exploitation Lesson 2: STIs & sexual health Lesson 3: Contraception and sexual health
Year 10 Relationship Skills	Lesson 1: The media, pornography & self esteem Lesson 2: Negotiation skills Lesson 3: Accessing sexual health services
Year 11 Safer Choices	Lesson 1: Sexual Consent Lesson 2: Choices and decisions Lesson 3: Personal Safety Lesson 4: Parenting

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

(Source PSHE Association)

TOPIC	STUDENTS 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	STUDENTS 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	STUDENTS 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