

Relationships and Sex Education Policy

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Applicable to	All students and staff
Ratified by	
Valid from	
Review date	

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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
- Enhance pupils understanding of our core values of Excellence, Resilience and Aspiration

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 Montsaye 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.

6. Delivery of RSE

RSE is taught within the personal, social, health and economic (PSHE) education curriculum delivered through discrete PSHE sessions within the curriculum, through tutor time sessions and through workshop sessions as part of our ERA days. Biological aspects of RSE are taught within the science curriculum, and other aspects are included in religious education (EP).

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

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 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 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. All form tutors at Montsaye Academy are responsible for teaching RSE. The Assistant Vice Principal along with the Values Coordinator have responsibility for the RSE content and delivery.

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 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 will discuss the request with parents and take appropriate action.

Alternative work will be given to pupils who are withdrawn from sex education.

9. Training

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

The principal 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 Jon Berridge Assistant Vice Principal and Emma Lopes Values Coordinator through, joint planning scrutiny, learning walks, student and teacher voice.

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

This policy will be reviewed by Jon Berridge Assistant Vice Principal annually. At every review, the policy will be approved by the governing body.

Appendix 1: Relationship and Sex Education Curriculum Map



Relationships and Sex Education Curriculum Map

YEAR	UNIT	TOPIC/THEME DETAILS	RESOURCES
7	Unit 1 Living in the wider world	<ol style="list-style-type: none"> 1. Aspirations 2. The importance of self-esteem 3. Wants and needs 4. An introduction to prejudice and discrimination: racism and stereotypes 5. An introduction to keeping safe online: Safe Social Media 	PSHE SOW
7	Unit 2 Relationships, Identity and Safety	<ol style="list-style-type: none"> 1. Maintaining genuine friendships and avoiding toxic ones 2. Families and different long-term commitments (marriage/civil partnerships) what are the different types and does it matter what kind of family I have? 3. Romance, love, new feelings and teen relationships 4. Bullying or banter – what is and what isn't acceptable? 5. How can we prevent online bullying? 6. How can we keep safe and positive relationships? 7. What does it mean to be a British Citizen? 8. What is online radicalisation and why is it a problem? 	PSHE SOW
7	ERA days x2	<ol style="list-style-type: none"> 1. My changing body: How boys' and girls' bodies change as we grow up, and how these changes affect us 2. Emotional intelligence workshop 3. Online safety sessions 2 x 30 mins – protect your online presence 4. Mindfulness 5. Peer pressure, strategies to manage it; avoiding 'group think' 	<ol style="list-style-type: none"> 1. Loudmouth, "My mate fancies you" perf. and workshop 2. Visiting speaker from Amplifyouth 3. In house ERA day sessions / cyber dilemmas 4. Mindfulness trainer
7	Additional curriculum content	<p>EP SoW on emotional intelligence</p> <p>EP SoW on communities inc. Healthy relationships</p>	EP SoWs

YEAR	UNIT	TOPIC/THEME DETAILS	RESOURCES
8	Unit 1 Sex, Relationships + Conflict	<ol style="list-style-type: none"> 1. Consent 2. Contraception in a healthy relationship 3. The dangers of pornography 4. Sexting and image share danger 5. STIs 6. Male body image 7. Domestic conflict 	PSHE SOW
8	Unit 2 Prejudice, values, extremism and cults	<ol style="list-style-type: none"> 1. British Values: Tolerance 2. Who are the radical groups? 3. Where does extremism come from? 4. How do leaders attract converts? 5. Extremism: Sharia Law in the UK 6. Preventing radicalisation + extremism 7. Prejudice and discrimination: Religion 8. Homophobia – LGBT discrimination around the world 9. Discrimination and stereotypes: Teenagers 	PSHE SOW
8	ERA days x2	<ol style="list-style-type: none"> 1. Self-confidence and Goals 2. Personal development and target setting 3. Managing my behaviour to achieve 4. Emotional literacy: self-awareness 5. Mindfulness 6. Team building with cadets 7. Basic first Aid 	In-house ERA day sessions Visiting speaker from Amplifyouth Mindfulness trainer Red Cross first Aid training
8	Additional Curriculum content	<p>EP SoW Human Rights</p> <p>EP SoW Healthy relationships</p>	EP SoWs

YEAR	UNIT	TOPIC/THEME DETAILS	RESOURCES
9	Unit 1 Achieving with Good Mental Health	<ol style="list-style-type: none"> 1. Behaving to achieve – why do we have rules in the classroom? 2. Human rights: access to education 3. Interpersonal skills 4. Discrimination and the Equality Act 2010 5. Growth mindset 6. Coping with stress 	PSHE SOW
9	Unit 2 Our Health + Personal Safety	<ol style="list-style-type: none"> 1. Alcohol awareness 2. Drugs and the Law 3. How can we avoid online groomers? 4. Child Sexual Exploitation 5. Abusive Relationships 6. Taking control of my future 7. Work skills, enterprise and the work environment 	PSHE SOW Drugs and Alcohol Awareness Week
9	ERA days x2	<ol style="list-style-type: none"> 1. Risks of alcohol and drug abuse 2. Beer goggles activities 3. Little box of questions – careers 4. Q and A community coaching project 5. All about options 6. Guns and knives session 7. Nurses?? STIs – causes and impacts + barrier contraceptives 8. Teenage cancer trust session <p>Also: careers fair and options evening</p> <p>Also: SWOs and nurses signpost access to contraception inc emergency contraception</p>	Loudmouth “One too many” performance and workshop ERA day sessions Visiting speaker from Amplifyouth Careers fair and aspiration activities

YEAR	UNIT	TOPIC/THEME DETAILS	RESOURCES
10	5 x 1.5 hour session	<ol style="list-style-type: none"> 1. Respectful relationships, including friendships. Consent. Readiness for sex. Unintended pregnancies – help etc 2. Basic first aid 3. Careers – next steps, goal setting 4. Nurses: STIs, impact on fertility levels, impact of age and smoking too. 	SWO Schemes of work and resources School Nurse
10	ERA days x2	<ol style="list-style-type: none"> 1. Respectful relationships, including friendships 2. Basic first aid 3. Porn – awareness of the issues 4. Toxic masculinity/misogyny/male mental health session 5. School nurses – consent 6. Online safety / social media sexting 7. Teenage Cancer Trust session? 	ERA day sessions Red Cross first Aid training Visiting speaker from Amplifyouth Mindfulness trainer Loudmouth “Working for Marcus” perf. and workshop Teenage Cancer Trust resources
11	5 x 1.5 hour session	<ol style="list-style-type: none"> 1. Risks of alcohol and drug abuse inc. Impact on sexual behaviour 2. Roles and responsibilities of parents, characteristics of successful parenting, implications of young parenting, making choices eg: breastfeeding. 3. Health -checking for cancer (testicular and breast self-examination) and other illnesses, knowing what to do if they are feeling unwell; strategies to overcome worries - a confident user of the NHS 4. Careers session? 	SWO schemes of work and resources School Nurses Careers adviser
11	ERA days x 1	<ol style="list-style-type: none"> 1. Risks of alcohol and drug abuse 2. Beer goggles activities 3. Q and A community coaching project 4. Post-16 planning session 5. NCS social action activities 6. Mindfulness 	ERA day sessions Visiting speaker from Amplifyouth Mindfulness trainer

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>
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>

Topic	Pupils should know
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>
Intimate and sexual relationships, including sexual health	<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: Withdrawal from Sex Education within RSE



To be completed by parents			
Name of child		Tutor group	
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			