



Relationship, Sex and Health Education Policy

PHASE	JUNIOR
POLICY LEAD	RUTH STONE, PRINCIPAL TJA
DATE OF APPROVAL BY TRUSTEES	7th JUNE 2021
DATE OF RECEIPT BY LOCAL GOVERNING BODY	MAY 2021
FREQUENCY DATE	EVERY 2 YEARS
REVIEW DATE	MAY 2023

Aims

1. Rationale and ethos

This policy covers ACET Junior Academies' approach to relationships and sex education (RSE). These subjects meet statutory obligations as outlined in revised Department for Education statutory guidance (2019). The guidance states that from September 2020, all schools must deliver relationships education (in primary schools), relationships, and sex education (in secondary schools). Additional requirements on schools in law that have informed this policy and our approach include the Equality Act ([Equality Act 2010: advice for schools](#)) and Keeping Children Safe In Education – Statutory Safeguarding Guidance (2016).

We define relationships and sex education as the building blocks needed for positive and safe relationships, including with family, friends and online, and at the appropriate time to sexual health and developing intimate relationships. This includes the importance of treating ourselves and others with kindness, consideration and respect.

At our academy, we believe that personal, social, health and economic education (PSHE) and (RSE) relationship and sex education, are both vital in allowing pupils to develop in to mature and responsible members of society. Our aim is to provide, throughout the curriculum rich and vibrant opportunities which draw upon real-life experiences and provide our children with the cultural capital to succeed in life. We will provide children with the knowledge and skills they need to ensure that they are capable to overcome any social or personal barriers which they may encounter on their journey to adulthood in order that they are prepared for a life in modern Britain.

This applies to all areas of pupils' development and learning. We believe relationships and sex education plays a key part in providing children and young people with the knowledge that enables them to make informed decisions about their wellbeing, health and relationships and to build their self-efficacy. Everyone faces difficult situations in their lives. These subjects can support pupils to develop resilience, to know how and when to ask for help, and to know where to access support. Ultimately, helping our young people to be happy, healthy and safe now and in the future. To be confident, self-motivated individuals who understand their rights and responsibilities within a diverse multi-cultural society.

2. Teaching and Learning

i) Delivery, monitoring and evaluation

RSHE will be taught weekly during discrete lesson following the ACET (Aston Community Education Trust) Junior Academies Long Term Plan. In addition to this RSHE will be entwined into weekly assemblies which address both national and local issues and British values. Aspects of the RSHE curriculum will also be apparent in different aspects in Science, Physical Education and Mathematics lessons.

Our RSHE curriculum will be delivered by qualified teachers, supported by classroom assistants and invited visitors who can add a different dimension where appropriate. Our RSHE scheme aims to be accessible and relevant to all pupils and takes an inclusive approach. We believe that all pupils should be challenged to achieve their potential and where appropriate, scaffolds are in place to ensure the needs of learners with SEND, or any pupil who needs further support, are taken into consideration in order that pupils are able to achieve in line with age-related expectations.

It is recognised that some staff may find it uncomfortable and may lack confidence when delivering sensitive issues. If this is the case, every effort will be made to provide support, either with resource materials, or training in the classroom.

There is recognition that within the leaning community that there are different values, whether that be religion, sexuality, social circumstances and upbringing. Teachers will be sensitive to these and take into account a variety of different value bases when planning and delivering the scheme of work. A variety of teaching strategies are used which include group work, discussion, pair work, role-play, individual work, reflection, videos, media clips, worksheets etc.

Feedback and evaluation by pupils (pupil voice) will be influential in adapting and amending planned learning activities.

The assessment and moderation of work is completed in line with the Teaching and Learning Agreement. Assessment will be ongoing through classroom discussions, floor books, classroom observations and pupil voice. The RSHE scheme will be regularly evaluated through discussion with teachers, parents and pupils. Parents will be informed of their child's progress during parents evening and within end of year reports.

ii) Inclusivity

All pupils, whatever their experience, background and identity, are entitled to quality RSHE that helps them build confidence, a positive sense of self, and the knowledge understanding to stay safe and healthy. Our academy's RSHE programme is underpinned by a clear understanding of pupils' backgrounds and positive relationships between the academy, parents and the local community form the foundations for the teaching of these subjects.

All classes include pupils with different abilities and aptitudes, experiences, home structures, religious/cultural backgrounds, gender and sexual identities. To encourage pupils to participate in lessons, teachers will ensure content, approach and use of inclusive language reflects the diversity of the academy community and helps each and every pupil to feel valued and included in the classroom.

We must ensure that we comply with the relevant provisions of the Equality Act 2010, when delivering these subjects to ensure equal opportunities for all. This includes but is not limited to, awareness and consideration for;

- faith perspectives in the context of balanced debate,
- cultural diversity,
- disability,
- varied family structures and home backgrounds,
- gender identity, sexual identity and sexual orientation.

Teaching will reflect the law (including the Equality Act 2010), as it applies to relationships, so that young people clearly understand what the law allows and does not allow, and the wider legal implications of decisions they may make.

At our academy we commit to respecting the views and wishes of our diverse communities in a way which does no harm to the other. All learning centres on compassion; teaching our children respect and acceptance of difference, without infringing on the human rights of communities to their religious beliefs or to living their lives freely and openly as LGBT+ people.

iii) Safe learning environment and safeguarding

We acknowledge that sensitive and potentially difficult issues will arise in RSHE as pupils will naturally share information and ask questions. When spontaneous discussion arises, it is guided in a way that reflects the stated academy aims and curriculum content for RSHE. To support a safe learning environment,

- Teachers will set the tone by speaking in a matter-of-fact way and be clear what is appropriate and inappropriate in a whole class setting. Teachers and pupils will agree ground rules for discussions which teachers will refer back to during discussions as appropriate.
- Distancing techniques will be used to help depersonalise the situations under discussion. Being in a role, empathising with a character or speaking in response to the actions of others (real or imaginary) allows pupils to explore their feelings about issues safely, because they are not speaking or acting as themselves. Distancing also helps pupils learn and then reflect on how it applies to their own lives.
- Staff will not provide more information than is appropriate to the age of the pupil. · If a member of staff is uncertain about the response to a comment or question from a pupil, or indeed whether they should respond to

it, they will seek guidance from the RSHE leader or a Child Protection Officer. Questions may be referred to parents / carers if it is not appropriate to answer them in school.

- Where a question or comment from a pupil in the classroom indicates the possibilities of abuse or risk of harm, teachers must follow school policy and procedures for safeguarding and child protection.
- All staff teaching RSHE will be supported by the designated person for safeguarding and child protection if they have any concerns and the PSHE/RSE lead.

iv) Assessment and review of learning

Assessment plays a key role in effective RSHE teaching and learning. Assessment is a process through which judgements are made about an individual's learning and development. It is not about making judgements on the character, worth or values of individual pupils, nor is it about continual testing. Teachers will keep a note of pupils who have missed significant parts of RSHE teaching and learning due to absence. Pupils' development in RSHE focuses on knowledge as well as skill development and attitudes. It is monitored by class teachers through the use of ongoing assessment for learning, via questioning and discussion. Pupils' learning in these subjects will not be formally assessed through the provision of grades or through exams or tests.

We report to parents/carers at the end of the school year on pupils' learning and progress as part of RSHE.

3. Roles and Responsibilities

The Principal and Governing body have overall responsibility for the implementation of the RSHE curriculum, supported but the subject lead. All teaching staff are responsible for:

- The planning and delivery of the subject on a day-to-day basis
- For making cross curricular links where appropriate.
- Delivering RSHE in a sensitive way.
- Modelling positive attitudes to RSHE.
- Monitoring progress.
- Responding to the needs of individual pupils.

Staff are expected to make amendments to planning in order to optimize learning opportunities when they arise. The leadership Team and subject leaders are responsible for monitoring, evaluating and reviewing the delivery of the RSHE curriculum through:

- Formal and informal discussions with staff.
- Monitoring planning to ensure curriculum coverage.
- Observation of learning and teaching.
- Work scrutiny and evaluation.
- Monitoring and evaluating the quality of provision.
- Pupil and parent voice.

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

ACET Junior Academies recognise the primary role parents and carers have in the RSHE of their children. We wish to continue to build a positive and supportive relationship with the parents/carers of children at our academy through mutual understanding, trust and co-operation.

To support this parents/carers;

- should be aware that schools are legally required to provide a broad, balanced curriculum.

- Can access the academy's policies online or request to view hard copies at the academy.
- Can ask staff questions they may have about the RSHE education of their child.
- Will receive information about RSHE so they can support their child's learning at home.

External visitors can have a valuable role in enhancing the teaching and learning of RSHE. In our academies when selecting any external visitors, we will;

- Be clear about our reason for working with the visitor.
- Ensure visitor selection and presence in school meets requirements of our safeguarding policy.
- Ensure any visitor is made aware of our policies.
- Ensure any visitor is adequately trained and competent and that external input is factually correct, and where relevant there is differentiation between fact and opinion.
- Be clear that responsibility for teaching and learning remains with the school.

4. Training

It is important that all academy staff feel comfortable and confident in planning and delivering RSHE. We will make available regular professional development training in how to deliver relationships and sex education.

For RSE specifically;

- Staff will be offered generic RSHE guidance; this includes guidance on handling controversial issues, responding to awkward questions, an introduction to the rationale of why teaching RSHE is so important, current law and guidance, learning outcomes and academy policy.
- Staff involved in the delivery of RSHE issues seen as potentially more sensitive will be offered appropriate training to encourage confidence in dealing with matters of confidentiality, child protection, sensitive issues, and with potentially difficult questions.

5. Working together with parents/carers

Our aim is that, every parent/carer will have full confidence in the academy's RSHE programme to meet their child's needs. As outlined in section 2. (Teaching and Learning), selected resources, such as books and film clips, will be used which support and promote understanding. Parents will be given the opportunity to view these materials should they wish.

We will support parents/carers by providing resources and signposting to help parents/carers build their knowledge and confidence of discussing these matters with their children at home to help support their learning. Parents/carers will be informed by letter when the more sensitive aspects of RSE will be covered in order that they can be prepared to talk and answer questions about their children's learning.

i) Right to withdrawal

Parents have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory RSE (other than sex education in the National Curriculum as part of science), as currently, but **not** from relationships or health education.

If a parent wishes to have their child withdrawn from sex education, they are required to put the request in writing, addressed to the principal. The principal will meet face to face to discuss the request with parents, and as appropriate with the child to ensure that their wishes are heard and understood. The purpose of the meeting is to clarify the nature and purpose of the curriculum and understand the reasons for the request for withdrawal.

A record of the meeting will be taken including the final agreed decision, which will be shared with the child's class teacher. Class teachers will ensure appropriate alternative work will be given to pupils who are withdrawn from RSE.

Please note: the DfE are clear that SEND should not generally be a consideration for withdrawal. As outlined in section 2.2, learning will be tailored to be inclusive of needs of all pupils.

6. Policy monitoring and review

We are committed to monitoring and evaluating the effectiveness of this policy.

Specifically, important to the RSE Programme are:

- pupil feedback,
- staff review and feedback
- parental feedback
- further guidance and legislative changes.

Policy availability

- This policy will form part of the induction of all staff members and annual staff training.
- The Policy is shared on our website.
- Parents/guardians and all staff members will be notified of any updates.
- Parents and staff are invited to comment on the policy.

Links to other policies

This policy should be read in conjunction with other school policies, particularly Safeguarding Policy, Bullying Policy, Health and Safety policy, Special Educational Needs Policy, where there are significant areas of overlap.

Policy Review

The policy will be reviewed annually in line with the academy's policy review programme.

Appendix 1



In summary, from 1 September 2020, Relationships Education, Health Education, and Relationships and Sex Education will still be compulsory. However:

From 1 September 2020 to the end of the spring term 2021	Following an assessment of preparedness, schools should commence teaching as soon as practically possible or use the time to prepare to deliver the new curriculum. This includes engaging parents on their policy as well as planning their curriculum provision.
By the start of the summer term 2021	All schools should have begun teaching the subjects.

Ofsted's school inspection handbook sets out that inspectors will consider the provision for Relationships Education, Relationships and Sex Education and Health Education as part of a wider judgment of pupils' personal development. Routine Ofsted school inspections are currently suspended in order to alleviate pressure on school leaders and staff at this challenging time, and there are no plans to lift the suspension this term. We will continue to work with Ofsted, schools, and the sector, and will only return to routine inspection when it is appropriate to do so.

When routine inspections do re-start, inspectors will be sensitive to, and will take account of, the context and circumstances of schools. Further information on this will be made available in advance of any re-introduction of routine inspections.

The Department will be publishing a new online service to help all schools increase their confidence and quality of teaching practice. This will feature innovative training materials, an implementation guide, case studies and support to access resources. The service has been developed extensively with schools and teachers and will be available in the summer term, with additional content added in the following months.

Useful links

- The Department's final [statutory guidance](#) covering the requirements of schools relating to these subjects. This sets out the core content schools should cover in Relationships Education, Health Education and Relationships and Sex Education.
- Schools are required to consult with parents on the development and any subsequent renewal of their policies for Relationships Education and Relationships and Sex Education. We published [a guide to help schools engage effectively with their parents](#).
- The Department has developed two simple [guides for parents](#) – one for parents of primary age pupils and one for parents of secondary age pupils – that can be used to communicate with a school's parent body.
- [Teaching Online Safety](#) in schools. This non-statutory guidance outlines how schools can ensure their pupils understand how to stay safe and behave online as part of forthcoming and existing curriculum requirements. It also includes some useful links to materials, including guidance on teaching about mental health.

Appendix 2

RSHE and PSHE Overview

A broad outline of the topics that are covered across the curriculum

Family		Friends		Community	
KS1 Y1 & Y2	<ul style="list-style-type: none"> - Understand own family - Know that we should feel safe and receive kindness when with our families (although not everyone does) - Understand acceptable behaviour at home and at school - Understand that families change - Practice saying no (consent) - Know how to report concerns - Understand that families are diverse 	KS1 Y1 & Y2	<ul style="list-style-type: none"> - Learn how to be a kind friend - Identify the features of good friends - Identify 'bossy' friendships - Identify bullying 	KS1 Y1 & Y2	<ul style="list-style-type: none"> - Contribute to a happy school - Consider their wider community - Understand the equality of expectations for boys and girls - Learn about gender (boys, girls and non-binary people)
LKS2 Y3 & Y4	<ul style="list-style-type: none"> - Understand the way that families can change (including bereavement) - Appreciate that there are cultural differences between families in their communities - Know that boys and girls should be treated equally 	LKS2 Y3 & Y4	<ul style="list-style-type: none"> - Choose healthy friendships - Understand that friends are diverse - Learn how to resolve conflict 	LKS2 Y3 & Y4	<ul style="list-style-type: none"> - Consider their place within a happy and fair world - Explore feelings of belonging - Learn how to contribute to society - Learn about the way our country is governed
UKS2 Y5 & Y6	<ul style="list-style-type: none"> - Discuss the reason why people get married - Learn how to disagree and listen to opposing views with respect - Understand that families are highly varied and that the differences between people should be accepted and celebrated 	UKS2 Y5 & Y6	<ul style="list-style-type: none"> - Appreciate the ongoing complexity of close friendships - Celebrate difference - Identify manipulation tactics - Learn to stand up for our own interests - Identify and challenge bullying and stereotypes - Accept and celebrate difference - Begin to understand gender identity and sexual orientation 	UKS2 Y5 & Y6	<ul style="list-style-type: none"> - Understand the history of prejudice and discrimination - Learn how to stand up to prejudice - Learn about impairments and the way to treat disabled people with respect - Understand the importance of money and how to use it wisely - Explore the inequalities created by unequal distribution of wealth - Explore what does it mean to be British

Mental Wellbeing		Physical health		Growing up	
KS1 Y1 & Y2	<ul style="list-style-type: none"> - Talk about feelings - Consider the range of moods that we experience - Resolve arguments - Begin to gain a sense of self 	KS1 Y1 & Y2	<ul style="list-style-type: none"> - Learn how to exercise - Identify healthy foods - Learn how to keep clean - Identify and avoid dangers 	KS1 Y1 & Y2	<ul style="list-style-type: none"> - Learn how our bodies change over time (Linked to science)
LKS2 Y3 & Y4	<ul style="list-style-type: none"> - Manage feelings - Understand the causes and barriers to our own happiness - Identify positive and negative habits 	LKS2 Y3 & Y4	<ul style="list-style-type: none"> - Appreciate the importance of exercise - Appreciate the importance of a healthy diet - Understand issues relating to hygiene and illness 	LKS2 Y3 & Y4	<ul style="list-style-type: none"> - Be able to access to information about menstruation should they need to
UKS2 Y5 & Y6	<ul style="list-style-type: none"> - Develop empathy for other people in the world - Understand mental wellbeing - Resolve conflicts - Understand the causes of our emotions - Explore self-identity 	UKS2 Y5 & Y6	<ul style="list-style-type: none"> - Critique beauty standards and expectations and the effect these have on mental health - Understand that we need to balance long term happiness with short term enjoyment - Have a thorough understanding of diet and exercise - Appreciate the significance to health of hygiene and illness - Learn about the dangers of drugs, alcohol and tobacco - Learn how to verify health information - Identify and manage hazards and risk - Learn key life-saving skills 	UKS2 Y5 & Y6	<p>Puberty</p> <ul style="list-style-type: none"> - Understand physical changes including identifying body parts - Understand emotional changes - Understand the importance of hygiene during puberty - Understand the process of menstruation <p>Optional</p> <ul style="list-style-type: none"> - Learn how sexual reproduction can lead to childbirth