

Relationship and Sex Education Policy
for Secondary Schools

The policy will be promoted and implemented throughout the Trust.

Version:	3.1
Last reviewed:	October 2024
Ratified by:	Executive Team
Date ratified:	5 th November 2024
Review date:	This policy is scheduled for review during the 2025–2026 academic year and will include a formal consultation process. Following this, the updated policy will be finalised and implemented from September 2026.

Revision History:

Version	Date	Author	Summary of Changes:
3.1	Nov 2024	ACU	Policy reviewed and no changes made at this time. Relationships and Sex Education Guidance is expected to be revised by the DfE following a public consultation. This policy will be reviewed in line with the revised guidance when available.
3.0	Nov 2022	ACU	Updated Appendices Inclusion of LGBT section
2.0	Jan 2020	TMET	To update in line with revised legislation in place-Sep 2020
1.0	Mar 2018	TMET	New Trust Policy Template

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Relationships and Sex Education Policy

1. Introduction

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

2. Statutory requirements

As a secondary school, we must provide relationship and sex education (RSE) to all pupils as per section 34 of the [Children and Social Work Act 2017](#).

The Trust's funding agreements require it to have regard to RSE [guidance](#) issued by the Secretary of State, as outlined in section 403 of the [Education Act 1996](#), when teaching RSE.

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 review 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 (only where this was deemed age appropriate and beneficial)
5. Ratification – once amendments were made, the policy was shared with Trustees 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.

The curriculum has been developed 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.

If significant or repeated issues occur within the academy or its community these will be addressed through the curriculum.

6. 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, and other aspects are included in religious education (RE).

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, 2 and 3.

7. Lesbian, Gay, Bisexual and Transgender (LGBT)

TMET Schools will ensure that the needs of all pupils are appropriately met, and that all pupils understand the importance of equality and respect. Schools will ensure that they comply with the relevant provisions of the [Equality Act 2010](#) and [The Equality Act 2010: advice for schools](#), under which sexual orientation and gender reassignment are amongst the protected characteristics.

Teaching will be sensitive and age appropriate in approach and content. At the point at which schools consider it appropriate to teach their pupils about LGBT, this content will be fully integrated into the programmes of study rather than delivered as a standalone unit or lesson.

Inclusion of Lesbian, Gay, Bisexual and Transgender within the context of family life will be carefully planned, taking care to ensure that there is no stigmatisation of children based on their home circumstances, recognising that there is a wide variety of different family types and parenting arrangements.

8. Roles and responsibilities

8.1 The Board of Trustees

The Board will approve the RSE policy and hold the Principal to account for its implementation.

8.2 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).

8.3 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 / non-science 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.

8.4 Pupils

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

9. 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 and addressed to the Principal, and can be submitted via email to VBarwell@rushey-tmet.uk.

A copy of withdrawal requests will be placed in the pupil's educational record. The Principal (or other appointed senior leader) will discuss the request with parents and take appropriate action.

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

10. Training

Staff are trained on the delivery of RSE, and it is included in our continuing professional development calendar. Teachers of RSE are kept up to date with pedagogical developments in the area and Lead Teachers receive training through accredited providers which is then relayed to all teachers of RSE.

11. Monitoring arrangements

The delivery of RSE at Rushey Mead Academy is monitored by Sarah Harriman – Assistant Principal through:

Curriculum quality assurance

Lesson visits

Book monitoring

Student voice

Termly quizzes

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

This policy will be reviewed by TMET every three years or when legislation changes. At every review, the policy will be approved by the Board of Trustees.

Appendix 1: Relationships and sex education curriculum map

• Year 7	• Year	• Year 9
• Half term 1 1. Introduction to Yr 7 2. Personal Development and Resilience 3. Personal Identity 4. Personal Safety 5. Physical Fitness 6. Nutrition and Healthy Eating 7. Relaxation and Sleep • STC – Puberty 8. Summative Assessment	• Half term 1 1. Introduction to Yr 8 2. Personal Well-being 3. Personal Hygiene 4. Identity 5. Self-Esteem 6. Vaccinations 7. Safety and Risk 8. Healthy Eating 9. Puberty Recap • STC – Prejudice and Discrimination	• Half term 1 1. Introduction to Yr 9 2. Communication and Interpersonal Skills 3. Developing Self-esteem and Confidence 4. Perseverance 5. First Aid 6. Personal Safety and Emergencies 7. Cancer Awareness 8. Blood Donation 9. Organ Donation • STC- Child Exploitation
• October Half Term		
• Half term 2 1. Identifying Emotions and Strategies for Emotional Wellbeing 2. Positivity 3. Facing Challenges 4. Self-esteem and Body Image 5. Body Shaming 6. What is Alcohol 7. Vaping Awareness and Smoking Dangers • STC – Healthy Mind	• Half term 2 1. Understanding Mental Health and Emotional Literacy 2. Resilience and Coping Strategies 3. Body Image 4. Vaping and Smoking 5. Substance Misuse 6. Alcohol 7. Drugs – Nitrous Oxide • STC – Substance Misuse and Awareness	• Half term 2 1. Emotional Well-being and Mental Health 2. Common Types of Mental Illness – Depression and Anxiety 3. Positive Thinking 4. Meditation 5. Self-harm 6. Grief and Bereavement 7. Types of Addiction • STC – Knife Crime Awareness

• Christmas Holidays		
• Half term 3 1. Families 2. Friendships and Respect 3. Healthy Relationships 4. Peer Pressure and Influence 5. Bullying • STC –My body, my rules	• Half term 3 1. Stable Relationships and Marriage 2. Healthy Relationships – Communication 3. Positive Role Models 4. Managing Peer Pressure 5. The Importance of Friendships • STC – Respectful Relationships	• Half term 3 1. Marriage and Divorce 2. Healthy and Unhealthy Relationships 3. Being Safe and Reporting Concerns 4. Handling Peer Pressure and Making Decisions 5. Bullying and Sexual Harassment • STC - Options
• February Half Term		
• Half term 4 1. Discrimination 2. Racism 3. Homophobia 4. Stereotypes 5. Bullying 6. Women’s Day • STC – Stereotyping	• Half term 4 1. Reporting Criminal Relationships 2. Disability Discrimination 3. LGBTQAI+ History & Rights 4. Breaking Down Stereotypes 5. Sexism 6. Women’s Rights • STC – Bullying and Harassment	• Half term 4 1. The Equality Act 2010 2. Diverse Communities 3. Racism 4. Exploring Gender 5. Sexuality -Coming out 6. Hate crime • STC – Grooming and Gangs
• Easter Holidays		
• Half term 5 • Rights and Responsibilities • Keeping Safe Online • Reality v The Online World • Cyberbullying	• Half term 5 1. Online Bullying and Online Safety 2. Digital Citizenship 3. Social Media and Harmful Contact	• Half term 5 1. Online Safety 2. Digital Footprint- Selfie Safety 3. Indecent Image Sharing 4. Relationships and Social Media

	4. Grooming	
• May Half Term		
• Half term 6 1. Immigration 2. Elderly Care 3. Ethical Shopping 4. Charity Volunteering 5. Budgeting 6. Blood Donation • STC – Online Safety and Behaviour	• Half term 6 1. Religious Tolerance 2. Seeking Asylum 3. Plastic Pollution 4. Homelessness 5. Financial Management • STC – Selfie Safety	• Half term 6 1. Human Rights 2. Gaming v Gambling 3. Gambling Addiction 4. Social Security and Benefits 5. Avoiding Debt • STC – Financial Education
• Summer Holidays		

• Year 10	• Year 11
• Half term 1 1. Introduction to Yr 10 2. Self-Esteem and Personal Growth 3. Self-Care and Self Awareness 4. Eating Disorders 5. Risk with Tattoos and Piercings 6. Testicular and Breast Cancer 7. Reproductive Health 8. Sexual Health and STIs • STC – Mental Health	• Half term 1 1. Sexual health 2. Contraception 3. STIs 4. Fertility 5. Pregnancy 6. Parenthood 7. Abortion 8. Cancers 9. STC-PS16
• October Half Term	
• Half term 2 1. Emotional and Mental Health 2. Building Resilience and Coping Strategies 3. Mental Illness - Bipolar Disorder 4. Body Shaming 5. Substance Use and Prevention 6. Binge drinking 7. Drugs - Amyl Nitrate & Ketamine cannabis • STC – Drug Abuse	• Half term 2 1. STC-Personal Statements
• Christmas Holidays	
• Half term 3 1. Relationship Types & Relationship Break-ups 2. Healthy Relationships and Consent 3. Respect, Boundaries, and Consent	• Half term 3 1. STC-Harmful Sexual Behaviours

4. Coercive control 5. Sexual Harassment • STC – Misogyny	
• February Half Term	
• Half term 4 1. Sexism 2. Hate Crime 3. Privilege 4. Terrorism 5. Anti-Social Behaviour 6. Impacts of Drugs and Alcohol	• Half term 4 1. STC-Choices Approaching Adulthood
• Easter Holidays	
• Half term 5 1. Digital Footprint and Online Safety 2. Dangers of Viewing Explicit Material 3. Sending Explicit Images 4. Cyber-crime •	• Half term 5
• May Half Term	
• Half term 6 1. Legal Rights and Responsibilities as Young Adults 2. Anti-Social Behaviour 3. County Lines 4. Money Laundering 5. Tax and Deductions	

- | | |
|---|--|
| <ul style="list-style-type: none">• STC -Forced marriage, honour-based violence and FGM | |
|---|--|

Although we endeavour to follow this plan, there are times when we need to adapt or change the order of lessons.

Year 9 Core PSHE Lessons List

Introduction to year

Extremism - Prevent

County Lines

Radicalisation

Terrorism & Counter Terrorism

Young Offenders / Knife Crime

Modern day slavery

Recap and summative assessment

Intro to RSE & Legal Aspects of Relationships

Building Healthy, loving relationships

Gender Identity and Sexual Orientation

Male & female reproductive system

Consent, respect and Personal Boundaries

Alcohol and bad choices

Emotional and Mental Health in Relationships

Recap and summative assessment

Safe Practices and Healthy Sexual Behaviour intimacy

Health - STIs contraception

Dealing with Peer Pressure

Unhealthy relationships & Sexual violence

Sexual harassment and stalking

Summative assessment

Domestic abuse / violence

Gaslighting
Forced Marriage
Image based abuse
Exploitation
Portrayal of sex in the media
Summative assessment
Online relationships & harmful behaviour
Sexting & the law
Dangers of veiwing explicit material
Social Media addiction
Pornography & impact on society
Zara McDermot documentary
Masculinity & rape culture
Grooming - Breck Bedner documentary
Human trafficking

Appendix 3: Knowledge that pupils should have by the end of secondary school

Secondary schools should continue to develop knowledge on the topics specified for primary as required. For further details, please refer to [Relationships and sex education \(RSE\) and health education - GOV.UK \(www.gov.uk\)](#)

TOPIC	BY THE END OF SECONDARY SCHOOL, PUPILS SHOULD KNOW
Families	• 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 – for example, 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), how to seek help or advice, including reporting concerns about others, if needed

TOPIC	BY THE END OF SECONDARY SCHOOL, PUPILS SHOULD KNOW
Respectful relationships, including friendships	• the characteristics of positive and healthy friendships, in all contexts including online, such as: ○ 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 (for example, 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	BY THE END OF SECONDARY SCHOOL, PUPILS SHOULD KNOW
Online and media	• 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, for example 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 • 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

TOPIC	BY THE END OF SECONDARY SCHOOL, PUPILS SHOULD KNOW
Being safe	- 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	- 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, for example 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 and menopause - 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 and 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

Appendix 4: Parent form: withdrawal from sex education within RSE

Parents can request withdrawal from sex education within RSE as per section 9 of this policy.

Requests for withdrawal should be put in writing and addressed to the Principal, or submitted via email to: VBarwell@rushey-tmet.uk.

Parents may wish to use the form below. All requests should include: the name of the child, the child's class or tutor group, the name and signature of the parent requesting withdrawal, the date that the request was submitted and the reason for withdrawal.

TO BE COMPLETED BY PARENTS			
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			

TO BE COMPLETED BY THE SCHOOL	
Agreed actions from discussion with parents	