



Kemnal
Technology
College



RELATIONSHIPS, SEX & HEALTH EDUCATION POLICY

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September 2023

The Policy will next be reviewed by TKAT &
Kemnal Technology College by:

September 2024



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STATEMENT OF INTENT

At Kemnal Technology College, we believe Personal, Social, Health and Economics education (PSHE) is the foundation of a child’s learning. It helps give children the skills and understanding they need to be morally good, healthy and independent citizens. In addition, we provide our children the opportunity to learn about their rights and understand how their actions affect others by offering a Rights Respecting ethos; which encompasses experience of diversity and our changing society. PSHE is also integrated throughout our bespoke curriculum. Our children are encouraged to develop their self-worth by playing a positive role in contributing to school life and the wider community.

The teaching of Relationships, Sex (RSE) and health education can help to prepare students for the opportunities, responsibilities and experiences of adult life. It allows us to promote the spiritual, moral, social, cultural, mental and physical development of students at our academy and in the wider society.

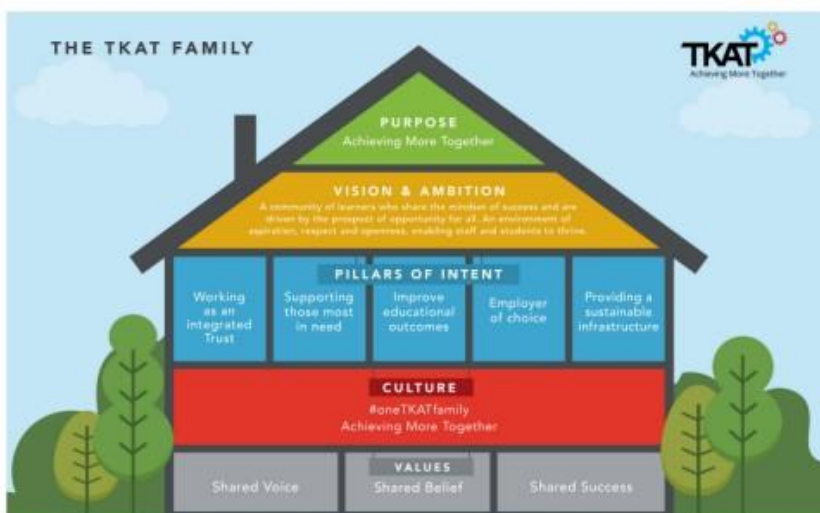
We have an obligation to provide students with high-quality, evidence and age-appropriate teaching of these subjects. This policy outlines how the academy’s RSE and health education curriculum will be organised and delivered, to ensure it meets the needs of all students.

VISION AND VALUES

The Kemnal Academies Trust (TKAT) aims to foster a culture of the highest professional standards in line with the Trust’s purpose, vision and values.

TKAT - OUR STRATEGY

Our Culture	Our Mission	Our Values
#oneTKATfamily Achieving More Together	TKAT is a Multi-Academy Trust of 45 primary, secondary and special schools in the South and East of England. Our purpose is to work together as a community of schools to ensure that every child, whatever their background, receives a high quality education.	Shared Voice Shared Belief Shared Success





AIMS

The aims of relationships sex and health education (RSHE) 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

STATUTORY REQUIREMENTS

As a secondary academy school we must provide RSHE 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 Kemnal Technology College, we teach RSE as set out in this policy.

Our policy for PSHE and RSE has been written using recommendations from PSHE Association, SCARF Coram and statutory requirements from the DfE.

Guidance from the DfE 2020 states Personal, Social, Health and Economic (PSHE) education is an important and necessary part of all pupils' education. All schools should teach PSHE, drawing on good practice.

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. Staff consultation – all school staff were given the opportunity to look at the policy and make recommendations
2. Parent/stakeholder consultation – parents and any interested parties were invited to make comment following being issues with a draft policy
3. Pupil consultation – we investigate what exactly pupils want from their PSHE/RSHE through Student Voice
4. Ratification – once amendments were made, the policy was shared with governors and ratified

DEFINITION

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



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

RSHE is not about the promotion of sexual activity.

THE LEGAL FRAMEWORK

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- ❖ The Equality Act 2010
- ❖ DfE (2018) 'Keeping children safe in education'
- ❖ DfE (2019) 'Relationships Education, Relationships and Sex Education (RSE) and Health Education'
- ❖ DfE (2015) 'National curriculum in England: science programmes of study'
- ❖ The Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019
- ❖ Children and Social Work Act 2017

This policy operates in conjunction with the following academy and trust policies:

- ❖ Behavioural Policy
- ❖ SEND Policy
- ❖ The Kemnal Academies Trust Equality Policy
- ❖ The Kemnal Academies Trust Safeguarding/Child Protection Policy

Students with SEND will be fully included in the RSHE curriculum, however steps will be taken to ensure that delivery and content is appropriately pitched to meet the requirements of all individuals.

RSHE topics may also be delivered via assemblies.

Students will be provided with the opportunity to seek advice or have questions answered in a confidential manner. However, in terms of confidentiality, this will link directly to the set procedures of the school's Safeguarding policy.

PSHE/RSHE focuses on giving young people the information they need to help them develop healthy, nurturing relationships of all kinds including:

Relationships Education

- ❖ Families
- ❖ Respectful relationships, including friendships
- ❖ Online and media
- ❖ Being safe
- ❖ Intimate and sexual relationships, including sexual health

Health Education

- ❖ Mental wellbeing
- ❖ Internet safety and harms
- ❖ Physical health and fitness
- ❖ Healthy eating
- ❖ Drugs, alcohol and tobacco
- ❖ Health and prevention
- ❖ Basic first aid
- ❖ Changing adolescent body

Living in the Wider World

- ❖ Our impact on society
- ❖ Financial health and well-being

For more information about our PSHE/RSHE curriculum, see Appendices 1. 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).

ROLES AND RESPONSIBILITIES

Kemnal Technology College is part of The Kemnal Academies Trust. The Trust board is the legal body responsible for the performance of all academies within the Trust.

The **Trust board** is responsible for:

- ❖ Ensuring all pupils make progress in achieving the expected educational outcomes.
- ❖ Ensuring the curriculum is well led, effectively managed and well planned.
- ❖ Evaluating the quality of provision through regular and effective self-evaluation.
- ❖ Ensuring teaching is delivered in ways that are accessible to all pupils with SEND.
- ❖ Providing clear information for parents on subject content and their rights to request that their children are withdrawn.
- ❖ Making sure the subjects are resourced, staffed and timetabled in a way that ensures the academy can fulfil its legal obligations.

The Trust board delegate these responsibilities to **the Executive** and to the **Local Governing Body** at the academy who seek assurances on their behalf.

The **Headteacher** is responsible for:

- ❖ The overall implementation of this policy.



- ❖ Ensuring all staff are suitably trained to deliver the subjects.
- ❖ Ensuring parent are fully informed of this policy.
- ❖ Reviewing all requests to withdraw students from elements of the RSE and health education curriculum.
- ❖ Discussing withdrawal requests with parents, and the child if appropriate, to ensure their wishes are understood and to clarify the nature and purpose of the curriculum, including the benefits of receiving the education.
- ❖ Ensuring withdrawn students receive appropriate, purposeful education during the period of withdrawal.
- ❖ Encouraging parents to be involved in consultations regarding the academy's RSE and health education curriculum.
- ❖ Reporting to the local governing body on the effectiveness of this policy and the curriculum.

The **RSE and health education subject leader** is responsible for:

- ❖ Overseeing the delivery of RSE and health education.
- ❖ Working closely with colleagues in related curriculum areas to ensure the RSE and health education curriculum compliments, and does not duplicate, the content covered in other subjects.
- ❖ Ensuring the curriculum is age-appropriate and of high-quality.
- ❖ Reviewing changes to the RSE and health education curriculum and advising on their implementation.
- ❖ Monitoring the learning and teaching of RSE and health education, providing support to staff where necessary.
- ❖ Ensuring the continuity and progression between each year group.
- ❖ Helping to develop colleagues' expertise in the subject.
- ❖ Ensuring teachers are provided with adequate resources to support teaching of the curriculum.
- ❖ Leading staff meetings and ensuring all members of staff involved in the curriculum have received the appropriate training.
- ❖ Organising, providing and monitoring CPD opportunities in the subject.
- ❖ Ensuring the correct standards are met for recording and assessing student performance.
- ❖ Monitoring and evaluating the effectiveness of the subjects and providing reports to the Headteacher.

Subject teachers are responsible for:

- ❖ Acting in accordance with, and promoting, this policy
- ❖ Delivering RSE and health education in a sensitive way and that is of a high-quality and appropriate for each year group.
- ❖ Ensuring they do not express personal views or beliefs when delivering the curriculum.



- ❖ Planning lessons effectively, ensuring a range of appropriate teaching methods and resources are used to cover the content.
- ❖ Modelling positive attitudes to RSE and health education.
- ❖ Liaising with the SENCO about identifying and responding to the individual needs of students with SEND.
- ❖ Liaising with the RSE and health education subject leader about key topics, resources and support for individual students.
- ❖ Monitoring pupil progress in RSE and health education.
- ❖ Reporting any concerns regarding the teaching of RSE or health education to the RSE and health education subject leader or a member of the academy leadership.
- ❖ Reporting any safeguarding concerns or disclosures that students may make as a result of the subject content to the Designated Safeguarding Lead (DSL)
- ❖ Responding appropriately to students whose parents have requested to withdraw them from the non-statutory components of RSE, by providing them with alternative education opportunities.

The **SENCO** is responsible for:

- ❖ Advising teaching staff how best to identify and support students' individual needs.
- ❖ Advising staff on the use of resources in order to meet students' individual needs.

ORGANISATION OF THE RSE AND HEALTH EDUCATION CURRICULUM

All Academies providing secondary education are required to deliver RSE and all state-funded schools are required to deliver health education.

For the purpose of this policy, “relationships and sex education” is defined as teaching students about developing healthy, nurturing relationships of all kinds, and helping them to understand human sexuality and to respect themselves and others.

For the purpose of this policy, “health education” is defined as teaching students about how they can make good decisions about their own health and wellbeing, and how physical health and mental wellbeing are interlinked.

The RSE and health education curriculum will be developed in consultation with teachers, students and parents, and in accordance with DfE recommendations.

We will gather the views of teachers, students and parents in the following ways:

- ❖ Questionnaires and surveys
- ❖ Focus groups
- ❖ Meetings
- ❖ Training sessions
- ❖ Newsletters and letters

The majority of the RSE and health education curriculum will be delivered through Personal Social and Health Education (PSHE), with elements taught via the science curriculum.

The RSE and health education subject leader will work closely with their colleagues in related curriculum areas to ensure the curriculum complements and does not duplicate the content covered in other curriculum subjects.

The curriculum has been developed in line with the DfE's 'Relationships Education, Relationships and Sex Education (RSE) and Health Education' guidance.

The academy will consider the context and views of the wider local community when developing the curriculum to ensure it is reflective of issues in the local area.

The academy will consider the religious background of all students when planning teaching, to ensure all topics included are appropriately handled.

The RSE and health education curriculum is informed by topical issues in the academy and wider community, to ensure it is tailored to students' needs, for example, if there was a local prevalence of specific sexually transmitted infections, our curriculum would be tailored to address this issue.

RSE SUBJECT OVERVIEW

RSE will continue to develop students' knowledge on the topics taught at a primary level, in addition to the content outlined in this section.

Families

By the end of secondary school, students will know:

- ❖ 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 children, including the characteristics of successful parenting.

Students will also know 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 recognise this in others' relationships.



- ❖ How to seek help or advice if needed, including reporting concerns about others.

Respectful Relationships, Including Friendships

By the end of secondary school, students will know:

- ❖ 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 relationships.
- ❖ Practical steps they can take in a range of different contexts to improve or support respectful relationships.
- ❖ How stereotypes, particularly those based on sex, gender, race, religion, sexual orientation or disability, can cause damage, e.g. how they might normalise non-consensual behaviour.
- ❖ That in the academy and 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 seek help.
- ❖ The types of behaviour in relationships that can be criminal, including violent behaviour and coercive control.
- ❖ What constitutes sexual harassment and violence and why these are always unacceptable.
- ❖ The legal rights and responsibilities regarding equality, with reference to the protected characteristics defined in the Equality Act 2010, and that everyone is unique and equal.

Online And Media

By the end of secondary school, students will know:

- ❖ Their rights, responsibilities and opportunities online, and that the same expectations of behaviour apply in all contexts.
- ❖ About online risks, including that material shared with another person 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 they receive.
- ❖ 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 is a criminal offence which carries severe penalties, including jail.
- ❖ How information and data is generated, collected, shared and used online.

Being Safe

By the end of secondary school, students will know:

- ❖ 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 – this includes online.

Intimate And Sexual Relationships, Including Sexual Health

By the end of secondary school, students will know:

- ❖ 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 and 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 both men and women.
- ❖ The range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressuring others.
- ❖ That they have a choice to delay sex or enjoy intimacy without sex.
- ❖ The facts about the full range of contraceptive choices, their effectiveness and options available.
- ❖ The facts around pregnancy including miscarriage.
- ❖ That there are choices in relation to pregnancy, with legally and medically 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) are transmitted, how risk can be reduced through safer sex and the importance of 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.



RSE PROGRAMMES OF STUDY

The academy is free to determine an age-appropriate, developmental curriculum which meets the needs of young people.

LIVING IN THE WIDER WORLD

1. How can we be aspirational students
2. Being a resilient student
3. How does self-esteem help us achieve
4. What are wants and needs
5. How can we budget our money
6. Creating a personal budget
7. What are different financial transactions
8. What are different financial products
9. Savings loans and interest rates
10. How can we shop ethically
11. Prejudice and racism
12. Social media - safe and private

HEALTH AND WELLBEING

1. Consequences of not eating healthily
2. Healthy living exercise
3. How can I eat responsibly - labels and nutrition
4. How can I keep healthy - food groups
5. How can we manage our anger
6. Mental health intro - depression
7. Periods - what happens when and why
8. Puberty - what happens when and why
9. The dangers of smoking and second-hand smoking
10. What are drugs class a b c
11. What do we mean by a healthy lifestyle
12. What is FGM and why is it dangerous
13. What's the big deal about energy drinks

HEALTH EDUCATION SUBJECT OVERVIEW

The physical health and mental wellbeing curriculum will continue to develop students' knowledge on the topics taught at a primary level, in addition to the content outlined in this section.



Mental Wellbeing

By the end of secondary school, students will know:

- ❖ How to talk about their emotions accurately and sensitively, using appropriate vocabulary.
- ❖ That happiness is linked to being connected to others.
- ❖ How to recognise the early signs of mental wellbeing concerns.
- ❖ Common types of mental ill health, e.g. anxiety and depression.
- ❖ How to critically evaluate when something they do or are involved in has a positive or negative effect on their own or others' mental health.
- ❖ The benefits and importance of physical exercise, time outdoors, community participation and voluntary and service-based activities on mental wellbeing and happiness.

Internet Safety And Harms

By the end of secondary school, students will know:

- ❖ The similarities and differences between the online world and the physical world, including the impact of unhealthy or obsessive comparison with others online, over-reliance on online relationships, the risks related to online gambling, how information is targeted at them and how to be a discerning consumer of information online.
- ❖ How to identify harmful behaviours online, including bullying, abuse or harassment, and how to report, or find support, if they have been affected by those behaviours.

Physical Health And Fitness

By the end of secondary school, students will know:

- ❖ The positive associations between physical activity and promotion of mental wellbeing, including as an approach to combat stress.
- ❖ The characteristics and evidence of what constitutes a healthy lifestyle, maintaining a healthy weight, including the links between an inactive lifestyle and ill health.
- ❖ About the science relating to blood, organ and stem cell donation.

Healthy Eating

By the end of secondary school, students will know:

- ❖ How to maintain healthy eating and the links between a poor diet and health risks, including tooth decay and cancer.



Drugs, Alcohol And Tobacco

By the end of secondary school, students will know:

- ❖ The facts about legal and illegal drugs and their associated risks, including the link between drug use and serious mental health conditions.
- ❖ The law relating to the supply and possession of illegal substances.
- ❖ The physical and psychological risks associated with alcohol consumption and what constitutes low risk alcohol consumption in adulthood.
- ❖ The physical and psychological consequences of addiction, including alcohol dependency.
- ❖ Awareness of the dangers of drugs which are prescribed but still present serious health risks.
- ❖ The facts about the harms from smoking tobacco, the benefits of quitting and how to access the support to do so.

Health And Prevention

By the end of secondary school, students will know:

- ❖ About personal hygiene, germs including bacteria, viruses, how they are spread, treatment and prevention of infection, and about antibiotics.
- ❖ About dental health and the benefits of good oral hygiene and dental flossing, including healthy eating and regular check-ups at the dentist.
- ❖ **[This should be taught to students in the later years of late secondary school, e.g. at KS4]** The benefits of regular self-examination and screening.
- ❖ The facts and science relating to immunisation and vaccination.
- ❖ The importance of sufficient good quality sleep for good health and how a lack of sleep can affect weight, mood and ability to learn.

Basic First Aid

By the end of secondary school, students will know:

- ❖ Basic treatments for common injuries.
- ❖ **[CPR is best taught from Year 8 onwards]** Life-saving skills, including how to administer CPR.
- ❖ The purpose of defibrillators and when one might be needed.

Changing Adolescent Body

By the end of secondary school, students will know:

- ❖ Key facts about puberty, the changing adolescent body and menstrual wellbeing.
- ❖ The main changes which take place in males and females, and the implications for emotional and physical health.



HEALTH EDUCATION PROGRAMMES OF STUDY

The school is free to determine an age-appropriate, developmental curriculum which meets the needs of young people.

LIVING IN THE WIDER WORLD

1. How can we be aspirational students
2. Being a resilient student
3. How does self-esteem help us achieve
4. What are wants and needs
5. How can we budget our money
6. Creating a personal budget
7. What are different financial transactions
8. What are different financial products
9. Savings loans and interest rates
10. How can we shop ethically
11. Prejudice and racism
12. Social media - safe and private

HEALTH AND WELLBEING

13. Consequences of not eating healthily
14. Healthy living exercise
15. How can I eat responsibly - labels and nutrition
16. How can I keep healthy - food groups
17. How can we manage our anger
18. Mental health intro - depression
19. Periods - what happens when and why
20. Puberty - what happens when and why
21. The dangers of smoking and second-hand smoking
22. What are drugs class a b c
23. What do we mean by a healthy lifestyle
24. What is FGM and why is it dangerous
25. What's the big deal about energy drinks

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.



DELIVERY OF THE CURRICULUM

The majority of the RSE and health education curriculum will be delivered through the PSHE curriculum.

Through effective organisation and delivery of the subject, we will ensure that:

- ❖ Core knowledge is sectioned into units of a manageable size.
- ❖ The required content is communicated to students clearly, in a carefully sequenced way, within a planned scheme of work.
- ❖ Teaching includes sufficient and well-chosen opportunities and contexts for students to embed new knowledge so that it can be used confidently in real-life situations.
- ❖ RSE and health education complement several other subjects. Where appropriate, the school will look for opportunities to make links between the subjects and integrate teaching.
- ❖ The RSE and health education curriculum will be delivered by appropriately trained members of staff.
- ❖ The curriculum will proactively address issues in a timely way in line with current evidence on pupil's physical, emotional and sexual development.
- ❖ RSE and health education will be delivered in a non-judgemental, age-appropriate, factual and inclusive way that allows students to ask questions in a safe environment.
- ❖ Teaching of the curriculum reflects requirements set out in law, particularly in the Equality Act 2010, so that students understand what the law does and does not allow, and the wider legal implications of the decisions they make.

The academy will integrate LGBTQ+ content into the RSE curriculum – this content will be taught as part of the overall curriculum, rather than a standalone topic or lesson. LGBTQ+ content will be approached in a sensitive, age-appropriate and factual way that allows students to explore the features of stable and healthy same-sex relationships.

All teaching and resources are assessed by the RSE and health education subject leader to ensure they are appropriate for the age and maturity of students, are sensitive to their religious backgrounds and meet the needs of any SEND, if applicable.

Classes may be taught in gender-segregated groups dependent on the nature of the topic being delivered at the time, and the cultural background of students where it is only appropriate to discuss the body in single gender groups.

Throughout every year group, appropriate diagrams, videos, books, games, discussion and practical activities will be used to assist learning.

Inappropriate images, videos, etc. will not be used, and resources will be selected with sensitivity given to the age and cultural background of students.



Students will be prevented from accessing inappropriate materials on the internet when using such to assist with their learning.

Teachers will establish what is appropriate for one-to-one and whole-class settings, and alter their teaching of the programmes accordingly.

Teachers will ensure that students' views are listened to and will encourage them to ask questions and engage in discussion. Teachers will answer questions sensitively and honestly.

The curriculum will be designed to focus on boys as much as girls and activities will be planned to ensure both are actively involved, matching their different learning styles.

Teachers will focus heavily on the importance of marriage and healthy relationships when teaching RSE, though sensitivity will always be given as to not stigmatise students on the basis of their home circumstances.

Teachers will ensure lesson plans focus on challenging perceived views of students based on protected characteristics, through exploration of, and developing mutual respect for, those different to themselves.

In teaching the curriculum, teachers will be aware that students may raise topics such as self-harm and suicide. When talking about these topics in lessons, teachers will be aware of the risks of encouraging these behaviours and will avoid any resources or material that appear as instructive rather than preventative.

Here at KTC, RSHE is taught within the personal, social, health and economic (PSHE) education curriculum. Biological aspects of RSHE are taught within the science curriculum, and other aspects are included in the pastoral programme – Kemnal Hearts, assemblies and extracurricular activities e.g. diversity days, friendship week, anti-bullying initiatives. We will use outside agencies, as appropriate such as 'Your Choice, Your Voice' service to support the teaching of RSHE.

CURRICULUM LINKS

The academy seeks opportunities to draw links between RSE and health education and other curriculum subjects wherever possible to enhance students' learning.

RSE and health education will be linked to the following subjects:

- ❖ Citizenship – students are provided with the knowledge, skills and understanding to help prepare them to play a full and active part in society, including an understanding of how laws are made and upheld and how to make sensible decisions.
- ❖ Science – students are taught about the main external parts of the body and changes to the human body as it grows, including puberty.



- ❖ ICT and computing – students are taught about how they can keep themselves safe online and the different risks that they may face online as they get older.
- ❖ PE – students can develop competence to excel in a broad range of physical activities, are physically active for sustained periods of time, engage in competitive sport and lead healthy, active lives.
- ❖ PSHE – students learn about respect and difference, values and characteristics of individuals.

WORKING WITH PARENTS

The academy understands that parents' role in the development of their children's understanding about relationships and health is vital.

The academy will work closely with parents when planning and delivering the content of the school's RSE and health education curriculum.

- ❖ When in consultation with parents, the school will provide:
- ❖ The curriculum content, including what will be taught and when.
- ❖ If requested, examples of the resources the academy intends to use to deliver the curriculum.
- ❖ Information about parents' right to withdraw their child from non-statutory elements of RSE and health education.

Parents will be provided with frequent opportunities to understand and ask questions about the academy's approach to RSE and health education.

The academy understands that the teaching of some aspects of the curriculum may be of concern to parents.

If parents have concerns regarding RSE and health education, they may email admin@kemnal-tkat.org who can then pass those concerns onto the students RSHE teacher.

Parents will be regularly consulted on the curriculum content, through our website, and the curriculum will be planned in conjunction with parents' views.

WORKING WITH EXTERNAL AGENCIES

Working with external agencies can enhance our delivery of RSE and health education, and brings in specialist knowledge and different ways of engaging students.

External experts may be invited to assist from time-to-time with the delivery of the RSE and health education curriculum but will be expected to comply with the provisions of this policy.



The academy will check the visitor/visiting organisation's credentials of all external agencies.

The academy will ensure the teaching delivered by the external experts' fits with the planned curriculum and provisions of this policy.

The academy will discuss with the visitor the details of how they intend to deliver their sessions and ensure the content is age-appropriate and accessible for all students.

The academy will request copies of the materials and lesson plans the visitor will use, to ensure it meets the full range of students' needs.

The academy and the visitor will agree on how confidentiality will work in any lesson and that the visitor understands how safeguarding reports must be dealt with in line with the Trust's Child Protection and Safeguarding Policy.

The academy will use visitors to enhance teaching by an appropriate member of teaching staff, not to replace teaching by those staff.

WITHDRAWAL FROM LESSONS

Parents have the right to request that their child is withdrawn from some or all of sex education delivered as part of statutory RSE.

Parents **do not** have a right to withdraw their child from the relationships or health elements of the programmes.

Requests to withdraw a child from sex education will be made in writing to the Headteacher.

Before granting a withdrawal request, the Headteacher will discuss the request with the parents and, as appropriate, the child, to ensure their wishes are understood and to clarify the nature and purpose of the curriculum.

The Headteacher will inform parents of the benefits of their child receiving RSE and any detrimental effects that withdrawal might have.

All discussions with parents will be documented. These records will be kept securely on the student file in line with the Trust's Records Management Policy.

Following discussions with parents, the academy will respect the parents' request to withdraw their child up to and until three terms before the child turns 16. After this point, if the child wishes to receive RSE rather than be withdrawn, the academy will make arrangements to provide the child with RSE.

Students who are withdrawn from RSE will receive appropriate, purposeful education during the full period of withdrawal.



For requests concerning the withdrawal of a student with SEND, the Headteacher may take the students' specific needs into account when making their decision.

EQUALITY AND ACCESSIBILITY

The academy will comply with the relevant requirements of the Equality Act 2010 and will ensure the curriculum does not discriminate against students because of their:

- ❖ Age
- ❖ Sex
- ❖ Race
- ❖ Disability
- ❖ Religion or belief
- ❖ Gender reassignment
- ❖ Pregnancy or maternity
- ❖ Marriage or civil partnership
- ❖ Sexual orientation

The academy will consider the backgrounds, gender, age range and needs of its students and determine whether it is necessary to put in place additional support for students with the above protected characteristics.

The academy understands that students with SEND are entitled to learn about RSE and health education, and the curriculum will be designed to be inclusive of all students.

The academy is aware that some students are more vulnerable to exploitation, bullying and other issues due to the nature of their SEND – teachers will understand that they may need to liaise with the SENCO and be more explicit and adapt their planning or work to appropriately deliver the curriculum to students with SEND.

Where there is a need to tailor content and teaching to meet the needs of students at different developmental stages, the academy will ensure the teaching remains sensitive, age-appropriate, developmentally appropriate and is delivered with reference to the law.

The academy will take steps to foster healthy and respectful peer-to-peer communication and behaviour between boys and girls, and provide an environment which challenges perceived limits on students based on their gender or any other characteristic.

The academy will be actively aware of everyday issues such as sexism, misogyny, homophobia and gender stereotypes and take positive action to build a culture within which these are not tolerated. Any occurrences of such issues will be identified and tackled promptly.



The academy will make clear that sexual violence and sexual harassment are not acceptable and will not be tolerated. Any reports of sexual violence or sexual harassment will be handled in accordance with the academy's behaviour policy and the trust's safeguarding policy.

SAFEGUARDING AND CONFIDENTIALITY

All students will be taught about keeping themselves safe, including online, as part of a broad and balanced curriculum.

Confidentiality within the classroom is an important component of RSE and health education, and teachers are expected to respect the confidentiality of their students as far as is possible.

Teachers will, however, understand that some aspects of RSE may lead to a student raising a safeguarding concern, e.g. disclosing that they are being abused, and that if a disclosure is made, the DSL will be alerted immediately.

Students will be made aware of how to raise their concerns or make a report, and how their report will be handled – this includes the process for when they have a concern about a peer.

ASSESSMENT

The academy has the same high expectations of the quality of students' work in RSE and health education as for other curriculum areas.

Lessons are planned to provide suitable challenge to students of all abilities.

Assessments are used to identify where students need extra support or intervention.

There are no formal examinations for RSE and health education; however, to assess student outcomes, the academy may capture progress in the following ways:

- ❖ Tests
- ❖ Written assignments
- ❖ Self-evaluations

STAFF TRAINING

Training will be provided by the RSE and health education subject leader to the relevant members of staff on a termly basis to ensure they are up-to-date with the RSE and health education curriculum.

Training will also be scheduled around any updated guidance on the curriculum and any new developments, such as "sexting", which may need to be addressed in relation to the curriculum.



The academy will ensure teachers receive training on the role of an effective RSE curriculum in reducing the number of teenage conceptions.

Appropriately trained staff will be able to give students information on where and how to obtain confidential advice, counselling and treatment, as well as guidance on emergency contraception and their effectiveness.

MONITORING QUALITY

The RSE and health education subject leader is responsible for monitoring the quality of teaching and learning for the subject.

The RSE and health education subject leader will conduct subject assessments on a termly basis, which will include a mixture of the following:

- ❖ Self-evaluations
- ❖ Lesson observations
- ❖ Topic feedback forms
- ❖ Learning walks
- ❖ Work scrutiny
- ❖ Lesson planning scrutiny

The RSE and health education subject leader may be requested to create an annual subject report for the Headteacher and/or local governing body to report on the quality of the subjects.

The RSE and health education subject leader will work regularly and consistently with the Headteacher to evaluate the effectiveness of the subjects and implement any changes.

MONITORING AND REVIEW

The implementation of the policy will be reviewed by the Headteacher in consultation with the RSE and health education subject leader every two years. The overall policy will be reviewed by TKAT every two years.

Any changes needed to the policy, including changes to the programmes, will be implemented by the Headteacher.

Any changes to the policy will be clearly communicated to all members of staff and, where necessary, parents and students, involved in the RSE and health education curriculum.



SOURCES OF FURTHER INFORMATION

This policy has drawn on:

- ❖ DfES 'Sex and Relationship Education Guidance' (2020)
- ❖ Brook, Sex Education Forum and PSHE Association 'Sex and Relationships Education (SRE) for the 21st Century' - Supplementary advice to the Sex and Relationship Education Guidance DfE (0116/2000) (2011)
- ❖ DfE Relationships Education, Relationships and Sex Education (RSE) and Health Education Draft Guidance (July 2018)

LINKS TO OTHER POLICIES

- ❖ Schools own Safeguarding (inc. responding to disclosures)
- ❖ Schools own Anti-bullying
- ❖ Schools Equality, diversity and inclusion policy
- ❖ DfE Keeping children safe in education

USEFUL RESOURCES

Coram Life Education Online Teaching and Learning Training Film Clips and RSE Guidance Document: supports schools in organising and delivering RSE with confidence. Available as part of the SCARF online comprehensive Relationships Education and Health Education curriculum resources:

<https://www.coramlifeeducation.org.uk/scarf/lesson-plans/relationships-education--teacher-resources-guidance-documents-and-training-films> (password protected).

PSHE Association RSE Policy Guidance

<https://www.pshe-association.org.uk/curriculum-and-resources/resources/writing-your-rse-policy-guidance-pshe-association> (members only)

The Sex Education Forum RSE Policy Guidance

<https://www.sexeducationforum.org.uk/resources/advice-guidance/sre-policy-guidance>

The Sex Education Forum have also provided a free resource to assist you in consulting pupils, parents and staff to inform you about what changes need to be made to your RSE policy and practice. 'Activities for consulting about your school sex and relationships policy'.

<https://www.sexeducationforum.org.uk/sites/default/files/field/attachment/Consultation%20activities%20-%20SRE%20policy%20-%20Sept%202014.pdf>



APPENDIX 1 - LETTER TO PARENTS REGARDING RSE AND HEALTH EDUCATION

Date

RE: RSE and health education at Kemnal Technology College

Dear parent,

Government guidelines outline that, from the age of 11, it is compulsory for all schools to provide an RSE and health education curriculum.

At our academy, we believe that it is important to provide our students with a thorough and balanced curriculum, including age-appropriate information about sex and relationships.

The details of what will be taught to the various year groups is detailed in the academy's Relationship, Sex and Health Education Policy, which can be accessed on our website www.ktc-tkat.org. You can request a hard copy by emailing admin@kemnal-tkat.org.

Though schools must provide RSE and health education for students from the age of 11, up until the age of 19, as parents, you are entitled to request that your child be removed from sex education lessons up to and until three terms before they turn 16-years-old. After that point, if your child wishes to receive sex education, the academy will make arrangements to provide them with sex education during one of those terms.

Requests for withdrawal should be submitted in writing to admin@kemnal-tkat.org who will discuss this with you and your child's teacher, and determine an appropriate substitute for these lessons.

If you have any concerns or queries about your child's participation in these lessons, please do not hesitate to contact either myself or your child's class teacher to discuss these.

Yours sincerely,

[Name]



APPENDIX 2 - PARENT FORM: WITHDRAWAL FROM SEX EDUCATION WITHIN RSHE

TO BE COMPLETED BY PARENTS

Name Of Child		Class	
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Name Of Parent		Date	
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Reason For Withdrawing From Sex Education Within Relationships & Sex Education:

Any Other Information You Would Like The School To Consider:

Parent Signature	
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TO BE COMPLETED BY THE SCHOOL

Agreed Actions From Discussion With Parents	
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