

# RSHE Policy

**OUR SCHOOL PRAYER:**

*What does the **Lord** ask of you?*

*To act justly, to love mercy and to walk humbly with your God.*

Micah 6vs.8

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**Statement of intent**

In our school, our Christian vision shapes all we do. All members of the school community are committed to upholding the St Michael’s Church of England Christian vision:

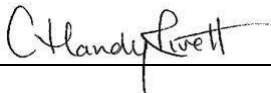
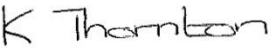

- to show love, care, and kindness to all in our community
- to value what we have and to share with others
- to enable everyone to achieve their full potential.

At St Michael’s Church of England High School, we understand the importance of educating students about sex, relationships, and their health, for them to make responsible and well-informed decisions in their lives.

The teaching of RSHE 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 school 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 school’s RSHE curriculum will be organised and delivered, to ensure it meets the needs of all students.

Signed by:

	Headteacher	Date: <u>07/12/2023</u>
	Co-Chair of Governors	Date: <u>07/12/2023</u>
	Co-Chair of Governors	Date: <u>07/12/2023</u>

Date Agreed      10th October 2019  
Date Reviewed    7th December 2023  
Review Date      December 2026

## **1. Legal framework**

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

- Equality Act 2010
- 'The Relationships Education, Relationships and Sex Education (RSE) and Health Education (England) Regulations 2019
- Children and Social Work Act 2017
- DfE (2023) 'Keeping children safe in education 2023'
- DfE (2021) 'Teaching about relationships, sex and health'
- DfE (2019) 'Relationships Education, Relationships and Sex Education and Health Education'
- DfE (2015) 'National curriculum in England: science programmes of study'

1.2 This policy operates in conjunction with the following school policies:

- Behaviour Management Policy
- SEND Information Report
- Online Safety Policy
- Social Media Policy
- Student Equality, Equity, Diversity, and Inclusion
- Anti-Bullying Policy
- Child Protection and Safeguarding Policy
- GDPR Data Protection Policy
- Mental Health and Wellbeing Policy
- Records Management Policy
- Acceptable Terms of Use Agreement

## **2. Roles and responsibilities**

2,1 The governing board is responsible for:

- ensuring all students make progress in achieving the expected educational outcomes
- ensuring the RSE and health education curriculum is well-led, effectively managed, and well-planned
- evaluating the quality of provision through regular and effective self-evaluation
- ensuring that teaching is delivered in ways that are accessible to all students with SEND
- providing clear information to parents on the subject content and the right to request that their child is withdrawn
- ensuring RSHE is resourced, staffed, and timetabled in a way that ensures the school can fulfil its legal obligations
- maintaining and developing the religious ethos of the school
- creating and keeping up-to-date a separate written statement of this policy and ensuring the statement is published on the school's website and provided free of charge to anyone who requests it
- ensuring that all teaching staff receive ongoing training on issues relating to PSCE and RSHE and how to deliver lessons on such issues
- ensuring that all staff are up to date with policy changes, and familiar with school policy and guidance relating to RSHE

2.2 The Headteacher is responsible for:

- the overall implementation of this policy
- ensuring all staff are suitably trained to deliver the subjects
- ensuring parents are fully informed of this policy
- reviewing all requests to withdraw students from non-statutory elements of the RSHE 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 school's RSHE curriculum
- reviewing this policy on a three-year basis
- reporting to the governing board on the effectiveness of this policy and the curriculum

2.3 The RSHE subject leader is responsible for:

- overseeing the delivery of RSHE
- working closely with colleagues in related curriculum areas to ensure the RSHE curriculum compliments, and does not duplicate, the content covered in national curriculum 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 RSHE, 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
- ensuring the school meets its statutory requirements in relation to RSHE
- 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

2.4 The DSP is responsible for:

- offering advice and consultation for safeguarding-related subjects in the RSHE curriculum
- promoting knowledge and awareness of safeguarding issues amongst staff
- being an appropriate point of contact for staff who have concerns about the welfare of a student that have arisen through the teaching of RSE and health education
- organising a safe space for students to go should they need additional support or time to talk after an RSHE session

- ensuring staff teach in a trauma-informed manner and are particularly mindful of more vulnerable students who may have Adverse Childhood Experiences or potential triggers related to the material

#### 2.5 Subject teachers are responsible for:

- acting in accordance with, and promoting, this policy
- delivering RSHE 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 RSHE
- liaising with the SENCO about identifying and responding to the individual needs of students with SEND
- liaising with the RSHE subject leader about key topics, resources and support for individual students
- monitoring student progress in RSE and health education
- reporting any concerns regarding the teaching of RSE or health education to the RSHE subject leader or a member of the SLT
- reporting any safeguarding concerns or disclosures that students may make as a result of the subject content to the DSL
- providing an inclusive approach to their lesson delivery
- 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

#### 2.6 The SENCO is responsible for:

- advising teaching staff on how best to identify and support students' individual needs
- advising staff on the use of TAs in order to meet students' individual needs

### **3. Organisation of the RSE and Health Education curriculum**

#### 3.1 For the purpose of this policy:

- "RSHE" is used to refer to the overall programme of relationships, sex and health education
- "RSE" refers to relationships and sex education and 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.
- "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.

#### 3.2 The RSHE curriculum has been developed, and will be monitored and reviewed, in consultation with teachers, students and parents, and in accordance with DfE recommendations.

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

- questionnaires
- meetings
- letters
- training sessions

3.4 The majority of the RSHE curriculum will be delivered through PSCE education, with statutory elements taught via the science curriculum. The RSHE 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 national curriculum subjects.

3.5 The school will ensure that the curriculum remains in line with the DfE's 'Relationships Education, Relationships and Sex Education (RSE) and Health Education' guidance at all times.

3.6 The school 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 religious background of all students will also be considered when planning teaching, to ensure all topics included are appropriately handled.

3.7 The RSHE curriculum is informed by topical issues in the school 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.

#### **4. RSE subject overview**

4.1 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**

4.2 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

4.3 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**

4.4 By the end of secondary school, students will know:

- about 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 school 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
- about 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
- about 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**

4.5 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**

4.6 By the end of secondary school, students will know:

- about 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**

4.7 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 pressurising 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

## **5. RSE programmes of study**

5.1 The school will determine an age-appropriate, developmental curriculum, which meets the needs of young people and includes the statutory content outlined in section 4 of this policy.

5.2 The RSE programmes for each year group are accessible on the school website.

## **6. Health education subject overview**

6.1 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**

6.2 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
- about 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**

6.3 By the end of secondary school, students will know:

- about 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**

6.4 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**

6.5 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**

6.6 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**

6.7 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
- dental health and the benefits of good oral hygiene and dental flossing, including healthy eating and regular check-ups at the dentist

- 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**

6.8 By the end of secondary school, students will know:

- basic treatments for common injuries
- life-saving skills, including how to administer CPR
- the purpose of defibrillators and when one might be needed

#### **Changing adolescent body**

6.9 By the end of secondary school, students will know:

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

### **7. Health education programmes of study**

7.1 The school will determine an age-appropriate, developmental curriculum, which meets the needs of young people and includes the statutory content outlined in section 6 of this policy.

7.2 The RSE programmes for each year group are accessible on the school website.

### **8. Delivery of the curriculum**

8.1 Through effective organisation and delivery of the RSHE, 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

8.2 RSHE complement several national curriculum subjects. Where appropriate, the school will look for opportunities to make links between the subjects and integrate teaching.

8.3 The RSHE curriculum will be delivered by appropriately trained members of staff.

8.4 The curriculum will proactively address issues in a timely way in line with current evidence on student's physical, emotional, and sexual development.

8.5 RSHE will be delivered in a non-judgemental, age-appropriate, factual, and inclusive way that allows students to ask questions in a safe environment.

8.6 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.

- 8.7 The school will integrate LGBTQ+ content into the RSHE 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.
- 8.8 All students are expected to learn about LGBTQ+ content, and parents do not have a statutory right to withdraw their children from lessons that include LGBTQ+ content.
- 8.9 The curriculum will be designed to focus on students of all gender identities and expressions and activities will be planned to ensure all are actively involved.
- 8.10 The school will ensure it delivers teaching on sensitive topics, e.g., the body, in a way that is appropriate and sensitive to the various needs of the school community, e.g., cultural background.
- 8.11 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.
- 8.12 Throughout every year group, appropriate diagrams, videos, books, games, discussion and practical activities will be used to assist learning.
- 8.13 Inappropriate images, videos, etc. will not be used, and resources will be selected with sensitivity given to the age and cultural background of students.
- 8.14 Students will be prevented from accessing inappropriate materials on the internet when using such to assist with their learning. The prevention measures taken to ensure this are outlined in the school's Online Safety Policy and Acceptable Terms of Use Agreement.
- 8.15 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.
- 8.16 Teachers will focus heavily on the importance of marriage and healthy relationships when teaching RSE, though sensitivity will always be used to avoid stigmatising students on the basis of their home circumstances.
- 8.17 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 appears as instructive rather than preventative.
- 8.18 Teachers will ensure lessons focus on challenging perceived views of students based on protected characteristics, through exploration of, and developing mutual respect for, those different to themselves.
- 8.19 The procedures for assessing student progress are outlined the 'Assessment' section of this policy.

### **Curriculum organisation**

8.20 The RSHE programme is delivered through a variety of opportunities including:

- designated PSCE time as part of a spiral curriculum
- use of external agencies and services
- school ethos
- small group work
- cross-curricular links
- assemblies
- enrichment days or weeks
- residential trips

### **Terminology**

8.21 Studentss will be taught the anatomically correct names for body parts; the school will dispel myths and will also understand other names of body parts that can sometimes be used to replace the correct terminology. Lessons around keeping safe and how certain parts of the body should be private must be addressed to ensure pupils are not left vulnerable.

### **Dealing with difficult questions**

8.22 It is important that all school staff feel comfortable to take RSHE classes and answer questions from students. If the teacher does not feel confident leading discussions, then that is likely to be reflected by the students, and their learning will be compromised.

8.23 The school provides regular professional development training in how to deliver sex education; this includes sessions on confidentiality, setting ground rules, handling controversial issues, responding to awkward questions and an introduction to the rationale of why teaching RSHE is so important. Staff training will include sessions on how to deal with difficult questions. There may still be times when staff are faced with a difficult question in class that they feel uncomfortable or ill equipped to answer. In this case, they may wish to put the question to one side and seek advice from the RSHE subject leader.

## **9. Curriculum links**

9.1 The school will seek opportunities to draw links between RSHE and other curriculum subjects wherever possible to enhance students' learning.

9.2 RSHE 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.
- PSCE – students learn about respect and difference, values and characteristics of individuals.

## **10. Working with parents**

- 10.1 The school understands that parents' role in the development of their children's understanding about relationships and health is vital and will, therefore, engage parents as far as possible in their children's learning. This will include providing parents with frequent opportunities to understand and ask questions about the school's approach to RSHE.
- 10.2 The school will consult closely with parents when reviewing the content of the school's RSHE curriculum, and will be given regular opportunities to voice their opinions and concerns. The school will use the views of parents to inform decisions made about the curriculum content and delivery; however, parents will not be granted a 'veto' on curriculum content, and all final decisions will be the school's to make.
- 10.3 When in consultation with parents, the school will provide:
- the curriculum content, including what will be taught and when
  - examples of the resources the school intends to use to deliver the curriculum
  - information about parents' right to withdraw their child from non-statutory elements of RSHE
- 10.4 The school will remain aware that the teaching of some aspects of the curriculum may be of concern to parents.
- 10.5 If parents have concerns regarding RSE and health education, they may submit these via email to [contact.staff@st-michaels.sandwell.sch.uk](mailto:contact.staff@st-michaels.sandwell.sch.uk), or contact the school office to arrange a meeting with the Headteacher on 0121 561 6881.

## **11. Working with external agencies**

- 11.1 Working with external agencies can enhance our delivery of RSHE 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 RSHE curriculum but will be expected to comply with the provisions of this policy.
- 11.2 When working with external agencies, the school will ensure:
- a teacher is present throughout these lessons
  - visitors are given a copy of this policy and expected to comply with the guidelines outlined within it
  - the lesson the external expert has planned fits with the school's planned curriculum and this policy
  - the expert's credentials are checked before they are able to participate in delivery of the curriculum, in line with the Visitor Policy
  - the expert's lesson plan is age-appropriate and accessible for the pupils
  - that the materials the expert intends to use, meets all pupils' needs, including those with SEND
  - that procedures for confidentiality are in place; this includes ensuring that the expert understands how safeguarding reports should be dealt with in line with the Child Protection and Safeguarding Policy
- 11.3 The school will use visitors to enhance teaching by an appropriate member of teaching staff, not to replace teaching by those staff.

## **12. Withdrawal from lessons**

- 12.1 The school will always recognise that parents have the right to request that their child is withdrawn from some or all of sex education delivered as part of statutory RSE. The school will uphold that parents do not have a right to withdraw their child from the relationships or health elements of the programmes.
- 12.2 Requests to withdraw a child from sex education will be made in writing to the Headteacher.
- 12.3 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 in the school office in line with the school's Records Management Policy.
- 12.4 Following discussions with parents, the school 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 school will make arrangements to provide the student with RSE.
- 12.5 Students who are withdrawn from RSE will receive appropriate, purposeful education during the full period of withdrawal.
- 12.6 For requests concerning the withdrawal of a student with SEND, the Headteacher will take the students' specific needs into account when making their decision.

## **13. Equality and accessibility**

- 13.1 The school will comply with the relevant requirements of the Equality Act 2010 and will ensure the curriculum does not discriminate against students because of any of the protected characteristics:
- age
  - sex
  - race
  - disability
  - religion or belief
  - gender reassignment
  - pregnancy or maternity
  - marriage or civil partnership
  - sexual orientation
- 13.2 The school 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.
- 13.3 The school will design the RSHE curriculum to be inclusive of all students.
- 13.4 The school will be aware that some students are more vulnerable to exploitation, bullying, and other issues due to their characteristics, e.g., SEND or being LGBTQ+. Teachers will understand that they may need to liaise with the SENCO and be more explicit and adapt their planning or work to deliver appropriately the curriculum to students with SEND.

- 13.5 Where there is a need to tailor content and teaching to meet the needs of students at different developmental stages, the school will ensure the teaching remains sensitive, age-appropriate, and developmentally appropriate and is delivered with reference to the law.
- 13.6 The school will take steps to foster healthy and respectful peer-to-peer communication and behaviour between all students and provide an environment that challenges perceived limits on students based on their gender or any other characteristic.
- 13.7 The school 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.
- 13.8 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 school's Child Protection and Safeguarding Policy.

## **14. Safeguarding and confidentiality**

- 14.1 All students will be taught about keeping themselves safe, including online, as part of a broad and balanced curriculum.
- 14.2 To meet DfE's best practice advice, the DSL will be involved in the formulation of safeguarding-related areas of the curriculum, as the knowledge and resources may help to address safeguarding issues more appropriately and effectively.
- 14.3 When teaching issues that are particularly sensitive for students of all ages, e.g., self-harm or suicide, teachers will be made aware of the risks of inadvertently encouraging, or providing instructions to, students. Teaching of these subjects will always prioritise preventing harm to students as a central goal.
- 14.4 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, in compliance with the school's GDPR Data Protection Policy.
- 14.5 Teachers will, however, understand that some aspects of RSHE 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.
- 14.6 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.

## **15. Assessment**

- 15.1 The school will have the same high expectations of the quality of students' work in RSHE as for other curriculum areas. Lessons will be planned to provide suitable challenge to students of all abilities.
- 15.2 Teaching will be assessed and assessments are used to identify where students need extra support or intervention.
- 15.3 There are no formal examinations for RSHE; however, to assess student outcomes, the school will capture progress in the following ways:



- pre and post self-assessments
- surveys
- self-evaluations

15.4 The RSHE subject leader will be responsible for monitoring the quality of teaching and learning for the subject. They will conduct subject assessments on a termly basis, which will include a mixture of the following:

- self-evaluations
- surveys
- topic reviews
- learning walks
- work scrutiny
- lesson planning scrutiny

15.5 The RSHE subject leader will create annual subject reviews for the headteacher and governing board to report on developments and updates within the subject. They will also work regularly and consistently with their line manager and RSHE link governor, e.g., through review meetings, to evaluate the effectiveness of the subjects and implement any changes.

## **16. Staff training**

16.1 Training will be provided by Brook to the relevant members of staff on a regular basis to ensure they are up-to-date with the RSHE curriculum.

16.2 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.

16.3 The school will ensure teachers receive training on the Social Exclusion Report on Teenage Pregnancy, and the role of an effective RSE curriculum in reducing the number of teenage conceptions.

16.4 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.

## **17. Monitoring and review**

17.1 The RSHE subject leader and their line manager will be responsible for monitoring the quality of teaching and learning for the subject.

17.2 The RSHE will conduct subject assessments on a termly basis, which will include a mixture of the following:

- self-evaluations
- surveys
- topic reviews
- learning walks
- work scrutiny
- lesson planning scrutiny

- 17.3 The RSHE subject leader will create annual subject reviews for the headteacher and governing board to report on developments and updates within the subject.
- 17.4 The RSHE subject leader will work regularly and consistently with their line manager, the Headteacher and RSHE link governor, e.g., through review meetings, to evaluate the effectiveness of the subjects and implement any changes.
- 17.5 This policy will be reviewed by the Headteacher in conjunction with the RSHE subject leader on a three-year basis.
- 17.6 Any changes needed to the policy, including changes to the programmes, will be implemented by the Headteacher.
- 17.7 Any changes to the policy will be clearly communicated to all members of staff and, where necessary, parents and students, involved in the RSHE
- 17.8 The next scheduled review date for this policy is December 2026