GLADE School

Relationships and Sex Education Policy

Document Ref:	Version No:	Summary of Changes:	Author	Release Date:	Approved By:
SC23	1	Launch	Gareth Webb	December 2015	QSGC
SC23	2	Review 2016 / 2017	Gareth Webb	November 2016	QSGC
SC23	3	Review 2017 / 2018	Gareth Webb	November 2017	QSGC
SC23	4	Review 2018 / 2019	Laura Willis	October 2018	QSGC
SC23	5	Review 2019 / 2020	Laura Willis	October 2019	QSGC
SC23	6	Amend in line with new Government Policy	Laura Rowe	June 2020	QSGC
SC23	7	Review 2020 / 2021	Laura Rowe	October 2020	QSGC
SC23	8	Review 2021 / 2022	Laura Rowe	October 2021	QSGC
SC23	9	Review 2022 / 2023	Laura Rowe	October 2022	QSGC
GSC23	10	GLADE Review 23/24	Laura Rowe	July 2023	PSC
SC23	11	GLADE Review 2024/2025	Emma Moore	October 2024	PSC
SC23	12	Full Review 2026/2027	Emma Moore	March 2026	PSXC

Review Date: March 2027 (Annually)
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Contents

1 Introduction 4

2 Defining Relationship and Sex Education (RSE) 5

3 The aims of sex education 5

4 The content of GLADE School RSE programme 6

5 Dealing with sensitive issues....6

7 Associated Documentation & Legislation 7

Appendix A: Associated Legislation and Guidance 8

Appendix B: Letter template....9

Fair Ways Vision, Mission and Values

Our vision
To build a community that changes lives, makes a difference to society and leaves a legacy greater than ourselves and our contributions.

Our mission
To grow a compassionate, resilient, and trauma-informed community, that embraces learning, so that we improve the lives and outcomes of individuals.

Our values
Our values form the heart of the work we do, defined by Fair Ways people, for Fair Ways people. These are the values by which we operate, by which we are governed, and to which we are held accountable.

We therefore expect every individual within Fair Ways to *play their part*:

PROFESSIONAL	**A**CCEPTING	**R**EFLECTIVE	**T**RANSPARENT
· We do what we say we will. · We approach challenges with optimism and enthusiasm. · We don't judge, we notice. · We put the needs of the service before our own personal gains.	· We don't give up on people. · We value all individuals and are willing to challenge them. · We embrace each other's differences as much as our similarities. · We accept responsibility for our actions.	· We give feedback, we invite feedback, we listen to feedback. · We look inward before we look outward. · We learn as much from our mistakes as from our successes. · We listen to each other, learn from each other and grow together.	· We are always willing to explain why. · We have the courage to be open and honest. · We earn trust through our transparency. · We live by our values even when no-one is watching.

1 Introduction

1.1 To embrace the challenges of creating a happy and successful adult life, young people need knowledge that will enable them to make informed decisions about their wellbeing, health and relationships and to build their self-efficacy. Young people can also put this knowledge into practice as they develop the capacity to make sound decisions when facing risks, challenges and complex contexts. Everyone faces difficult situations in their lives. These subjects can support young people to develop resilience, to know how and when to ask for help, and to know where to access support.

1.2 The aim of Relationship and Sex Education is to give young people the information they need to help them develop healthy, nurturing relationships of all kinds, not just intimate relationships. It should enable them to know what a healthy relationship looks like and what makes a good friend, a good colleague and a successful committed relationship. Topics covered will include:

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

1.3 The Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019, made under sections 34 and 35 of the Children and Social Work Act 2017, make Relationships Education compulsory for all young people receiving primary education and Relationships and Sex Education (RSE) compulsory for all young people receiving secondary education. They also make Health Education compulsory in all schools except independent schools. Personal, Social, Health and Economic Education (PSHE) continues to be compulsory in independent schools.

Relationships Education, Relationships and Sex Education and Health Education guidance (publishing.service.gov.uk)

1.4 Relationship and Sex education is on offer within GLADE School for all students. If parents / carers or whom has parental responsibility are not happy with the school providing sex education, they have the right to withdraw their child from those aspects of the sex and relationships education within their individual timetables but not relationships and health education. The school will ensure that they will contact parents / carers or whom has parental responsibility to inform them when these

lessons will take place and give an outline of what areas of the curriculum will be covered.

1.5 Parents have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory 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. There is no right to withdraw from Relationships Education or Health Education.

2 Defining Relationship and Sex Education (RSE)

2.1 RSE is lifelong learning about physical, moral and emotional development. It is about the understanding of the importance of marriage for family life, stable and loving relationships, respect, love and care. It is also about the teaching of sex, sexuality, and sexual health. It is not about the promotion of sexual orientation or sexual activity – this would be inappropriate teaching.

3 The aims of sex education

3.1 To enable our young people to better understand the nature of human relationships.

3.2 To enable our young people to see the importance of marriage and stable loving relationships for the bringing up of children.

3.3 To prepare young people for the changes that occur to their bodies, minds and emotions as a consequence of growth from childhood to adulthood.

3.4 Within GLADE School RSE has three elements, all of which are important for a balanced RSE programme:

3.4.1 **Attitudes and Values**

- learning the importance of values, responsibilities and individual conscience and moral considerations
- learning of family life, marriage, and stable loving relationships for the nurture of children
- learning the value of respect, love and care
- exploring, considering and understanding moral dilemmas
- developing critical thinking in decision making

3.4.2 **Personal and social skills**

- learning to manage emotions and relationships confidently and sensitively
- developing self-respect and empathy towards others
- learning to make choices based on an understanding of difference and with an absence of prejudice
- developing an appreciation of the consequences of choices made;
- managing conflict
- learning how to recognise and avoid exploitation

3.4.3 **Knowledge and understanding**

- learning and understanding physical development
- understanding human sexuality, reproduction, sexual health, emotions and relationships
- learning the reasons for delaying sexual activity, and the benefits from such a delay, including avoidance of unplanned pregnancy

4 The content of GLADE School RSE programme

4.1 The content of the school's programme is based on the National curriculum and the P.S.H.E ASDAN short course. Each school is currently registered with AQA and offers RSE to all young people. On occasions the schools will invite external services such as the NSPCC into the schools to carryout education and intervention programs.

4.2 The RSE programme is delivered by experienced school staff who specialise in the subject area.

4.3 RSE lessons at GLADE School will be delivered 1:1.

4.4 The RSE Curriculum and subject area is monitored and evaluated by the Senior Leadership Team through the school's quality assurance process including regular meetings with the teaching staff, observations, book samples and peer moderations. The teaching staff are also encouraged to attend external training to support internal evaluation.

5 Dealing with sensitive issues

5.1 Due to the nature of the young people that attend GLADE School some have experienced traumatic childhoods and may have been exposed to various harmful environments. Teachers will ensure that they are aware of any issues on school

records around RSE and will keep sensitivity at the forefront of any teaching within P.S.H.E lessons around RSE.

- no teacher or young person will have to answer a personal question
- no one will be forced to take part in a discussion or topic
- only the correct terms or names of body parts will be used
- meaning of words will be explained in a sensible and factual way

5.2 Where a member of staff is concerned that a child protection issue is arising it is his / her responsibility to follow the school's Child Protection policy and report to the Headteacher.

6 Parents / Carers role in RSE

6.1 The role of parents and carers in the development of young people's understanding about relationships is vital. Parents are the first teachers of their children. They have the most significant influence in enabling their children to grow and mature and to form healthy relationships.

6.2 GLADE School works closely with parents and carers to plan and deliver RSE. Parents are made aware of what is being taught and when.

6.3 Parents / carers have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory RSE. Consent is sought from all parents / carers prior to RSE lessons starting to seek approval to deliver the Sex Education part of the curriculum (Appendix B). The teaching staff and school management team will do their utmost to support parents/carers understanding of the subject area and discuss any concerns.

6.4 If a parent / carer makes the decision to have their young person excluded from sex education, Fair Ways Education will ensure that the young person receives appropriate, purposeful education during the period of withdrawal.

6.5 Fair Ways make it clear to all parent / carers that there is no right to withdraw and young person from Relationships Education or Health Education.

7 Associated Documentation & Legislation

- Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019
- Social Work Act 2017

Appendix A: Associated Legislation and Guidance

The policy should be read in conjunction with:

• Keeping Children Safe in Education (statutory guidance)

• Respectful School Communities: Self Review and Signposting Tool (a tool to support a whole school approach that promotes respect and discipline)

• Behaviour and Discipline in Schools (advice for schools, including advice for appropriate behaviour between pupils)

• Equality Act 2010 and schools

• SEND code of practice: 0 to 25 years (statutory guidance)

• Alternative Provision (statutory guidance)

• Mental Health and Behaviour in Schools (advice for schools)

• Preventing and Tackling Bullying (advice for schools, including advice on cyberbullying)

• Sexual violence and sexual harassment between children in schools (advice for schools)

• The Equality and Human Rights Commission Advice and Guidance (provides advice on avoiding discrimination in a variety of educational contexts)

• Promoting Fundamental British Values as part of SMSC in schools (guidance for maintained schools on promoting basic important British values as part of pupils' spiritual, moral, social and cultural (SMSC)

• SMSC requirements for independent schools (guidance for independent schools on how they should support pupils' spiritual, moral, social and cultural development).

• National Citizen Service guidance for schools

Appendix B: Letter template

GLADE School
49 Junction Road
Totton
Southampton
SO40 3BU

GLADE School
77 Leigh Road
Eastleigh
SO50 9DQ
023 80867 036

Dear Parents and Carers,

We would like to inform you about the Relationships and Sex Education (RSE) programme that students will be learning as part of their Personal, Social, Health and Economic (PSHE) education during the summer term.

RSE helps young people understand healthy relationships, respect for themselves and others, and how to make safe and responsible choices as they grow. Our lessons are age-appropriate, factual, and taught in a sensitive and supportive way.

Below is a brief overview of what students learn at different year levels:

Year 7
Students learn about friendships, kindness, respect, personal boundaries, and how to manage emotions. They also begin learning about body changes that happen during puberty.

Year 8
Students continue learning about puberty and personal hygiene. They also explore self-esteem, online safety, and what makes a healthy and respectful relationship.

Year 9
Students learn more about relationships, consent, and the importance of respect and communication. Lessons also introduce basic information about reproduction and staying safe.

Year 10
Students explore topics such as committed relationships, making responsible decisions, and understanding contraception and sexual health in a factual and educational way.

Year 11–12
Older students learn about long-term relationships, respect, consent, sexual health, and making informed choices as they move toward adulthood.
All lessons are delivered in a safe and respectful classroom environment where students can ask questions and develop the knowledge and confidence they need for healthy relationships and wellbeing.

Parent Right to Withdraw
Parents and carers have the right to request that their child is withdrawn from some or all of the sex education elements of RSE that are not part of the national science curriculum. If you would like to discuss this or request withdrawal, please contact your child's tutor so we can talk through the content of the lessons and answer any questions you may have.

Please note that students cannot be withdrawn from learning about relationships or from the biological aspects of reproduction that are taught in the science curriculum.
If you would like to know more about the RSE curriculum or discuss any aspect of the programme, please feel free to contact your child's tutor.

Thank you for your continued support.

Kind regards,

Natalie Mears
Curriculum Manager