Fair Ways School
Relationships and Sex Education Policy

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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.

Key changes for September 2025.

Relationship Education and Sex Education (RSHE) is about children's real lives and to keep up with new and emerging issues young people are exposed to, there is new content to teach, though this links closely with content already covered. This includes several references to 'AI literacy' and 'deepfake images' specifically at secondary. There's also a much greater focus on tackling misogyny, incel culture and their influence on attitudes towards women and girls and how they negatively affect boys and young men, as well as the harmful nature of pornography.

The inclusion of personal safety, which now includes fire safety and travel safety — for example around water, roads and railways. At secondary, young people will also have the opportunity to learn about knife crime and conflict resolution.

There is also further emphasis on helping pupils understand their bodies and changes they might experience. This reflects established best practice when it comes to giving children the knowledge, they need to stay safe, including the ability to identify and report signs of abuse, while reducing stigma.

Students will learn more about menstrual and gynaecological health, including endometriosis and menopause. And there is greater emphasis on building skills to access healthcare services and professionals.

There is a more considered language around mental health, and the inclusion of grief, loss and bereavement at primary. And there's also a recognition of financial exploitation and its impact on safeguarding — including a requirement to cover scams, fraud, extortion and 'sextortion'.

1 Scope

1.1 RSHE is taught as an integrated programme. For the purpose of the parental right to withdraw, sex education in this policy refers to learning about human reproduction, contraception, and sexual health not otherwise covered by the science curriculum. Relationships education covers knowledge and skills for healthy, respectful relationships, including online safety and the law. We do not artificially separate topics when this would undermine coherence, but we clearly identify lessons that constitute sex education

1.2 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.

1.3 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

1.4 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.

1.5 Sex and relationship education is on offer within Fair Ways Education for all Key Stage 3 and 4 young people. If parents/carers are not happy with the school providing sex education, they have the right to withdraw their young person 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.

1.6 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 Fair Ways Education 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 Fair Ways Education 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 carry out additional learning through workshops or talks.

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

4.3 RSE lessons at Fair Ways Education 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.

4.5 Curriculum content scope & sequencing

- Respectful relationships & sexual ethics (consent + power dynamics; harms of pornography; challenging misogyny).
- Online safety: deepfakes, AI chatbots risks, sextortion, image sharing law incl. under 18 and AI generated sexual imagery.
- Being safe: sexual harassment/violence, domestic abuse (coercive control), exploitation/grooming, FGM/virginity testing/hymenoplasty, strangulation dangers.
- Sexual health: STIs including HIV, safer sex, access to PrEP/PEP; pregnancy options (keep/adoption/abortion).
- Personal safety: risk management in public spaces, and around roads/rail/water
- Wellbeing online & mental health: grief, loss, loneliness; gaming/addiction; financial scams; misinformation/disinformation.

4.6 Teaching will comply with the Equality Act 2010 and include age appropriate coverage of all protected characteristics. At secondary, there will be equal opportunity to explore healthy same sex relationships within RSHE. Teaching about biological sex and gender reassignment will present facts and law sensitively and neutrally

5 Dealing with sensitive issues

5.1 Due to the nature of the young people that attend Fair Ways Education Provisions 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 Head of School.

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 Fair Ways Education works closely with parents and carers to plan and deliver RSHE. 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

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

Dear Parent/Carer

I am writing to you to inform about the launch of an important programme of study for ALL from September 2020.

You may or may not be aware, that due to Government legislation, ALL schools in the UK will be required to offer Sex and Relationship Education to all students as part of a fully comprehensive Personal, Social and Health Education curriculum from September 2020.

As part of the school's Personal, Social and Health Education programme, your child will soon receive teaching on key concepts including:

- Relationships/Healthy Un-Healthy Relationships
- Drugs and Alcohol and their effects
- Mental Health and Well-Being
- Internet Safety/Consent and the dangers of digital content
- Sex Education/Sexual Health
- Human Rights
- Family/Types of family
- Citizenship
- Your Community
- Careers and Life Skills

The main aim of this Programme is to provide knowledge and understanding of the world around them, the communities that they live in, the laws and governments that serve us their goals, ambitions and careers options and their personal, social and mental well-being.

Relationship Education is based around the key principals of safe and healthy relationships based on love and respect. This is to encourage the eventual development of safe and healthy relationships in later life. Some specific units will develop understanding and attitudes which will help pupils to form relationships in a responsible and healthy manner and to appreciate the value of stable family life, including the responsibilities of parenthood and marriage/co-habitation. The PSHE Programmes for all year groups will be introduced to the variety of families and relationships including LGB relationships (Lesbian, Gay and Bisexual) and Adoption rights for LGBT parents.

It will be possible for parents to withdraw their children from the teaching of Sex Education (with the exception of that which is taught in the science National Curriculum), **but from September 2020 will not** be able to withdraw their children from the teaching of **Relationship Education.** I feel that it is important to inform you that the sessions have been designed in line with **DofE** recommendations and with support from the PSCHE association to ensure that the content is sensitive, comprehensively planned and age appropriate.

I have also taken the liberty of providing you with an outline of the programme of study for each academic year group for your perusal. Please do not hesitate to contact me if you would like any clarification or to ask any questions.

If you wish to withdraw your child from the lessons on sexual health and Sex Education would you please return to me the-opt out slip below before the programme starts.

Yours sincerely,

PSHE Co-Ordinator
……

I would NOT like my child to take part in Sex Education lessons.

…… ……..

Name of child Tutor Group

Signature of parent: …….