



Olive AP Academy – Havering

Relationships and sex education policy

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Updates/revisions included:	<ul style="list-style-type: none">• Lead now Director of Academies rather than CEO• Statement added about links to other policies and the importance of a robust safeguarding culture and reporting systems for pupils to feel confident in raising any concerns• Updated references to Keeping Children Safe in Education• Curriculum maps are being finalised and will be published on academy websites when completed.
<p>Academies to note: This is an OA template which should be updated with academy relevant contacts and any changes to curriculum that are agreed.</p> <p>The lead for RSE in Olive AP Academy – Havering is Joshua Law</p> <p>Parents and carers may wish to look at this FAQ page from the government on the introduction of compulsory relationships education and RSE from September 2020 – it provides useful background information on what schools are expected to do.</p>	

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1. Aims

The aims of relationships and sex education (RSE) at Olive Academies multi-academy trust 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

We are committed to meeting the needs of our pupils in line with our values and beliefs:

- Conviction – everyone has the capacity to reach their potential;
- Determination – not giving up on those who have not yet experienced consistent success;
- Ambition – all challenges can be overcome with the right support both in education and in life;
- Reflection – learning from experiences and developing a capacity to improve further.

This policy is intrinsically linked to policies on:

- Personal, social, health and economic (PSHE) policy
- Safeguarding and child protection policy
- ICT and online safety policy
- Careers policy

Within all these policies there is an emphasis on the creation of a robust contextual safeguarding culture where pupils feel confident reporting concerns and knowing they will be listened to. RSE covers topics which are likely to raise sensitive issues and feelings amongst pupils – at OA we recognize that it is vital that all staff are trained and skilled in listening to pupils and that there are clear reporting systems in place that are promoted and understood by all.

2. Statutory requirements

As a multi-academy trust which provides primary and secondary education to children and young people, we must provide relationships education to all pupils as per section 34 of the [Children and Social work act 2017](#).

For primary education, we do not have to follow the National Curriculum but we are expected to offer all pupils a curriculum that is similar to the National Curriculum including requirements to teach science which would include the elements of sex education contained in the science curriculum.

For secondary education, we must provide RSE 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](#).

In addition, KCSIE 2021 specifically references and refers to how the curriculum safeguards young people and the following areas are pertinent when designing curriculum maps, in line with KCSIE 2021: peer on peer abuse; sharing of nude and semi-nude images; sexual violence and sexual health; online safety and mobile phone technology.

At Olive Academies we teach RSE in our academies as set out by this policy.

3. Policy development

Guidance from the government is that schools are required to consult with parents when developing and reviewing policies for RSE. We are doing this in the following ways:

- Development of the policy by a group of staff who are leading on PDBA across Olive academies
- Publication of this policy on our website and letting parents/carers know that they can view the policy and raise any questions or concerns about the curriculum content
- Letting parents/carers know when students will be taught certain content and asking for feedback throughout the year on how students have reacted to these lessons
- Sharing this policy with trustees for approval and Academy Advisory Board members for ratification

On an ongoing basis, we will engage with staff, students and parents/carers and listen to their feedback. This feedback and our experience of having delivered the curriculum will help shape an updated policy for the following year.

4. Definition

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

RSE involves a combination of sharing information and exploring issues and values.

RSE is not about the promotion of sexual activity. We aim to support people, throughout life, to develop safe, fulfilling and healthy sexual relationships, at the appropriate time.

5. Curriculum

Each academy has in place a curriculum map which reflects the age range and particular needs of the pupils – this is set in place at the beginning of the year but we may need to adapt it as and when necessary. The curriculum map (to be published on the website in due course) is designed to ensure that pupils build an understanding of the topics outline in the statutory guidance – and summarised at the end of this policy – ‘what pupils should know by the end of primary school and secondary school’.

We have developed the curriculum, 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.

6. Delivery of RSE

RSE is taught within the personal, social, health and economic (PSHE) education curriculum. Biological aspects of RSE are taught within the science curriculum, and other aspects are included in religious education (RE).

Pupils also receive stand-alone sex education sessions delivered by a trained health professional.

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

- families
- respectful relationships, including friendships
- online and media
- being safe
- intimate and sexual relationships, including sexual health

For more information about our RSE curriculum, see appendix 1 – ‘what pupils should know’ and each academy's curriculum map which is available on request and will be published on website in due course.

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).

7. Roles and responsibilities

7.1 The board of trustees and AAB

The education performance and standards committee within the board of trustees will approve the RSE policy and hold the CEO via the Director of Academies to account for its implementation across the academies.

The AAB will advise, support and challenge the headteacher on the implementation of the policy receiving regular updates at its meetings.

7.2 The Director of Academies and headteacher

The Director of Academies will provide leadership on the implementation of this policy across the trust's academies.

The headteacher is responsible for ensuring that RSE is taught consistently across the school, and for managing requests to withdraw pupils from non-statutory or non-science components of RSE (see section 8).

7.3 Staff

Staff are responsible for:

- delivering RSE in a sensitive way
- modelling positive attitudes to RSE
- monitoring progress
- responding to the needs of individual pupils
- responding appropriately to pupils whose parents wish them to be withdrawn from the non-statutory/non-science components of RSE

Staff do not have the right to opt out of teaching RSE. Staff who have concerns about teaching RSE are encouraged to discuss this with the headteacher.

7.4 Pupils

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

8. Parents' right to withdraw

For **primary** pupils, parents do not have the right to withdraw their children from relationships education.

Parents have the right to withdraw their children from the non-statutory/non-science components of sex education within RSE.

Requests for withdrawal should be put in writing using the form found in Appendix 2 of this policy and addressed to the headteacher.

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

For **secondary** pupils, parents have the right to withdraw their children from the non-statutory/non-science components of sex education within RSE up to and until 3 terms before the child turns 16. After this point, if the child wishes to receive sex education rather than being withdrawn, the school will arrange this.

Requests for withdrawal should be put in writing using the form found in Appendix 3 of this policy and addressed to the headteacher.

A copy of withdrawal requests will be placed in the pupil's educational record. The headteacher will discuss the request with parents and take appropriate action.

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

9. Training

Staff are trained on the delivery of RSE and it is included in our continuing professional development calendar. OA academies are members of the [PSHE Association](#) and use resources

from there and from [1Decision](#) as well as the training modules provided by the DfE for the statutory [relationships sex and health education](#) curriculum.

The headteacher will also invite visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSE.

10. Monitoring arrangements

The delivery of RSE is monitored by the deputy headteacher and trust lead for PDBA through our planning scrutiny, book review and learning walk programme and through feedback from pupils.

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

This policy will be reviewed by the Director of Academies every two years. At every review, the policy will be approved by education performance and standards committee of the board of trustees.

APPENDIX 1

By the end of secondary school pupils should know:

TOPIC	PUPILS SHOULD KNOW
Families	<ul style="list-style-type: none">• 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 of children, including the characteristics of successful parenting• How to: determine whether other children, adults or sources of information are trustworthy: judge when a family, friend, intimate or other relationship is unsafe (and to recognise this in others' relationships); and, how to seek help or advice, including reporting concerns about others, if needed

TOPIC	PUPILS SHOULD KNOW
Respectful relationships, including friendships	<ul style="list-style-type: none"> • 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 relationship • Practical steps they can take in a range of different contexts to improve or support respectful relationships • How stereotypes, in particular stereotypes based on sex, gender, race, religion, sexual orientation or disability, can cause damage (e.g. how they might normalise non-consensual behaviour or encourage prejudice) • That in school and in wider society they can expect to be treated with respect by others, and that in turn they should show due respect to others, including people in positions of authority and due tolerance of other people's beliefs • About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help • That some types of behaviour within relationships are criminal, including violent behaviour and coercive control • What constitutes sexual harassment and sexual violence and why these are always unacceptable • The legal rights and responsibilities regarding equality (particularly with reference to the protected characteristics as defined in the Equality Act 2010) and that everyone is unique and equal
Online and media	<ul style="list-style-type: none"> • Their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online • About online risks, including that any material someone provides to another has the potential to be shared online and the difficulty of removing potentially compromising material placed online • Not to provide material to others that they would not want shared further and not to share personal material which is sent to them • What to do and where to get support to report material or manage issues online • The impact of viewing harmful content • That specifically sexually explicit material e.g. pornography presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners • That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail • How information and data is generated, collected, shared and used online

TOPIC	PUPILS SHOULD KNOW
Being safe	<ul style="list-style-type: none"> • The concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, forced marriage, honour-based violence and FGM, and how these can affect current and future relationships • How people can actively communicate and recognise consent from others, including sexual consent, and how and when consent can be withdrawn (in all contexts, including online)
Intimate and sexual relationships, including sexual health	<ul style="list-style-type: none"> • How to recognise the characteristics and positive aspects of healthy one-to-one intimate relationships, which include mutual respect, consent, loyalty, trust, shared interests and outlook, sex and friendship • That all aspects of health can be affected by choices they make in sex and relationships, positively or negatively, 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 men and women • That there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others • That they have a choice to delay sex or to enjoy intimacy without sex • The facts about the full range of contraceptive choices, efficacy and options available • The facts around pregnancy including miscarriage • That there are choices in relation to pregnancy (with medically and legally accurate, impartial information on all options, including keeping the baby, adoption, abortion and where to get further help) • How the different sexually transmitted infections (STIs), including HIV/AIDs, are transmitted, how risk can be reduced through safer sex (including through condom use) and the importance of and facts about testing • About the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment • How the use of alcohol and drugs can lead to risky sexual behaviour • How to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment

Appendix 2: Parent form: withdrawal from sex education within RSE

TO BE COMPLETED BY PARENTS			
Name of child		Class	
Name of parent		Date	
Reason for withdrawing from sex education within relationships and sex education			
Any other information you would like the school to consider			
Parent signature			

TO BE COMPLETED BY THE SCHOOL	
Agreed actions from discussion with parents	
Signed by OA staff member/date	