



**THE**  
**KEYSTONE**  
ACADEMY

# Relationships and Sex Education Policy



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**Approved by:** Ali Bellaby

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## **1. POLICY STATEMENT**

Here at Keystone Academy, we have a holistic approach to education, valuing all aspects of learning. We are developing as an attachment aware and a trauma informed school. This means we focus on building positive relationships between children and staff and between children and their peers, whilst being child centred and aware of each child's context.

All staff are committed to fostering a nurturing approach to education where children feel safe and supported. We aim to enable pupils to overcome any barriers so they can build upon their resilience and achieve their full potential, socially, emotionally and academically.

We recognise and value the importance of teaching a strong and relevant relationships and sex education curriculum which prepares our pupils for their relationships within modern society, both within and beyond school. The RSE curriculum is a necessary part of a young person's full educational entitlement.

This policy should be considered and implemented alongside various other school policies such as 'Personal, Social, Health and Economic (PSHE) Education'; 'Curriculum'; 'Safeguarding and Child Protection'; and 'Mental Health'.

## **2. AIMS**

The aims of relationships and sex education (RSE) at The Keystone Academy 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 to discuss and explore examples of sexuality and relationships
- Teach pupils the correct vocabulary to describe themselves and their bodies

## **2. STATUTORY REQUIREMENTS**

At Keystone Academy, we teach pupils ranging from EYFS -Y11.

For primary aged learners:

- We must provide relationships education to all pupils as per section 34 of the [Children and Social work act 2017](#).
- We don't 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. This would include the elements of sex education contained in the science curriculum.

For secondary aged learners:

- We must provide RSE to all pupils as per the [Children and Social work act 2017](#).

For all learners, in teaching RSE, we must have regard to the [guidance](#) issued by the secretary of state as outlined in section 403 of the [Education Act 1996](#).

We also have regard to legal duties set out in:

- Sections 406 and 407 of the Education Act 1996
- Part 6, chapter 1 of the [Equality Act 2010](#)
- The Public Sector Equality Duty (as set out in section 149 of the Equality Act 2010). This duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities

At Keystone Academy we teach RSE as set out in this policy.

### **3. POLICY DEVELOPMENT**

This policy was initially developed in preparation for the opening of the academy. During the first term of opening, consultation with staff, pupils and parents/carers was completed, to reflect upon the academy's approach to teaching RSE across the school. The consultation and policy development process will continue with the following steps:

1. Review – a key member of staff (Headteacher/PSHE Lead) pull together all relevant information including relevant national and local guidance.
2. Staff consultation – all school staff will be given the opportunity to look at the policy and make recommendations.
3. Parent/stakeholder consultation – parents and any interested parties have been invited to view the draft policy and offer feedback via links on our website.
4. Pupil consultation – we will investigate what exactly pupils want from their RSE.
5. Ratification – any amendments will be ratified by the Local Support Board (LSB).

### **4. DEFINITION**

Relationships Education, taught to primary pupils, is about their emotional, social and cultural development, and involves learning about relationships, healthy lifestyles, diversity and personal identity. Puberty and reproduction will also be taught in Y5 and Y6.

RSE, taught to secondary pupils, 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 will link closely to science content where relevant.

Both Relationships Education and RSE involve a combination of sharing information and exploring issues and values.

RSE is not about the promotion of sexual activity.

## **5. CURRICULUM**

Our curriculum is set out as per Appendix 1 and 2 but we may need to adapt it as and when necessary.

We have developed the curriculum, considering the age, needs and feelings of pupils. It will be delivered in both an age-appropriate and stage-appropriate way, to educate and raise awareness of a variety of issues relating to relationships, equipping our young people to develop and maintain healthy relationships of their own. 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. Teachers are encouraged to be clear when they are unsure and to clarify information before responding in these circumstances.

Primary sex education will focus on:

- Preparing boys and girls for the changes that adolescence brings
- How a baby is conceived and born

For more information about our curriculum, see our curriculum map in Appendix 1 and 2.

## **6. DELIVERY OF RSE**

RSE is taught within the personal, social, health and economic (PSHE) education curriculum. Some areas of RSE will be reinforced across the curriculum such as biology aspects in science, online safety in computing and healthy relationships in outdoor studies.

Relationships Education and RSE are taught within timetabled PSHE lessons, using a topic-based approach. Where appropriate, we invite trained professionals, such as from healthcare, to contribute to the delivery of RSE.

A variety of teaching and learning methods are used, including discussion, small group and individual work allowing the pupils to participate and learn in a way that is comfortable for them. Lesson content will be adapted as required in response to pupil needs and / or experiences. This may include differentiating work for those with special educational needs and / or being sensitive around those who may have experienced trauma.

Adults working with our young people, formally or informally will be careful to ensure that their personal beliefs and attitudes do not influence them. Neither adults nor pupils will be expected to answer personal questions and any difficult questions will be answered honestly, sensibly and in a factual manner.

**Relationships Education** focuses on teaching the fundamental building blocks and characteristics of positive relationships including:

- Families and people who care for me
- Caring friendships
- Respectful relationships
- Online relationships
- Being safe

**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 *Appendices 1, 2 and 3-4*.

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**

### The Local Support Board (LSB)

The LSB will approve the RSE policy and hold the Headteacher to account for its implementation.

### The Headteacher

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

### 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
- Modelling healthy relationships across the school
- Addressing inappropriate behaviour, comments or attitudes for example misogynistic comments.

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.

Staff responsible for teaching Relationships Education and RSE:

<b>Name</b>	<b>Role</b>
Mr B Garton	Assistant Head (PSHE Lead)
Ms J Lovett	Assistant Head (Primary)
Miss L Rhodes	Primary Teacher
Mrs S Knight	Primary Teacher
Miss G Proudman	Primary Teacher
Mrs B Thomas	Nurture Group Teacher
Mr M Davies	Secondary Teacher
Miss R Seabury	Secondary Teacher
Mrs R Lanham	Secondary Teacher
Mr W Hitchman	Secondary Teacher

Mrs C Foster	Secondary Teacher
Mr M Brown	Secondary Teacher
Mrs J Johnson	Secondary Teacher
Mrs N Mwebe	Learning Mentor
Miss N Jackson	Learning Mentor
Miss H Harding	Learning Mentor

### 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 aged children:

Parents do not have the right to withdraw their children from relationships education.

Parents do have the right to withdraw their children from the non-statutory/non-science components of sex education within Relationships education. However, they must provide good reason for such requests.

Requests for withdrawal should be put in writing using the form found in *Appendix 5* of this policy and addressed to the Headteacher.

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

For secondary aged children:

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. However, they must provide good reason for such requests. 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 5* 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 and offered support to deliver RSE and it is included in our continuing professional learning calendar.

The PSHE Lead 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 Assistant Headteacher through work scrutinies, learning walks and lesson observations.

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

This policy will be reviewed by the Assistant Headteacher annually. At every review, the policy will be approved by the Headteacher.

## APPENDIX 1 - Curriculum Map (Primary)

### Relationships education curriculum map

Year Group	Term	Topic / Theme details
1 & 2	Autumn	Relationships, friendships
3 & 4	Summer	Family relationships and friendships
5 & 6	Summer	How a baby is conceived and born Changing me

## APPENDIX 2 - Curriculum Map (Secondary)

### Relationships and sex education curriculum map

7	Autumn 1 Autumn 2 Spring 1 Spring 2 Summer 2	Friendships, online safety Discrimination, stereotyping and bullying Exploitation Forming healthy relationships with others Puberty, parenting and childbirth
8	Autumn 1 Autumn 2 Spring 2 Summer 1 Summer 2	Marriage, family and equality Respecting self, online identity Attraction, love, pornography Extremism, discrimination, bullying Online safety, financial exploitation

9	Autumn 1 Autumn 2 Spring 2 Summer 2	Consent, grooming, influence Stereotyping Equality, bullying Consent, contraception, STIs, pornography
10	Autumn 1 Autumn 2  Spring 1  Spring 2 Summer 1	Online relationships; Social media Gender identity, marriage and consent Law Coercive control Different types and stages of relationships Social media Healthy and unhealthy relationships
11	Autumn 1 Autumn 2  Spring 1 Spring 2	Recognising abuse in relationships; Law Long term relationship types including parent – child relationships Intimate relationships Sexual health

## APPENDIX 3 - By the end of primary school pupils should know

TOPIC	PUPILS SHOULD KNOW
Families and people who care about me	<ul style="list-style-type: none"> <li>● That families are important for children growing up because they can give love, security and stability</li> <li>● The characteristics of healthy family life, commitment to each other, including in times of difficulty, protection and care for children and other family members, the importance of spending time together and sharing each other's lives</li> <li>● That others' families, either in school or in the wider world, sometimes look different from their family, but that they should respect those differences and know that other children's families are also characterised by love and care</li> <li>● That stable, caring relationships, which may be of different types, are at the heart of happy families, and are important for children's security as they grow up</li> <li>● That marriage represents a formal and legally recognised commitment of two people to each other which is intended to be lifelong</li> <li>● How to recognise if family relationships are making them feel unhappy or unsafe, and how to seek help or advice from others if needed</li> </ul>
Caring friendships	<ul style="list-style-type: none"> <li>● How important friendships are in making us feel happy and secure, and how people choose and make friends</li> <li>● The characteristics of friendships, including mutual respect, truthfulness, trustworthiness, loyalty, kindness, generosity, trust, sharing interests and experiences and support with problems and difficulties</li> <li>● That healthy friendships are positive and welcoming towards others, and do not make others feel lonely or excluded</li> <li>● That most friendships have ups and downs, and that these can often be worked through so that the friendship is repaired or even strengthened, and that resorting to violence is never right</li> <li>● How to recognise who to trust and who not to trust, how to judge when a friendship is making them feel unhappy or uncomfortable, managing conflict, how to manage these situations and how to seek help or advice from others, if needed</li> </ul>
Respectful relationships	<ul style="list-style-type: none"> <li>● The importance of respecting others, even when they are very different from them (for example, physically, in character, personality or backgrounds), or make different choices or have different preferences or beliefs</li> <li>● Practical steps they can take in a range of different contexts to improve or support respectful relationships</li> </ul>

	<ul style="list-style-type: none"> <li>● The conventions of courtesy and manners</li> <li>● The importance of self-respect and how this links to their own happiness</li> <li>● 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 those in positions of authority</li> <li>● About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help</li> <li>● What a stereotype is, and how stereotypes can be unfair, negative or destructive</li> <li>● The importance of permission-seeking and giving in relationships with friends, peers and adults</li> </ul>
Online relationships	<ul style="list-style-type: none"> <li>● That people sometimes behave differently online, including by pretending to be someone they are not</li> <li>● That the same principles apply to online relationships as to face-to face relationships, including the importance of respect for others online including when we are anonymous</li> <li>● The rules and principles for keeping safe online, how to recognise risks, harmful content and contact, and how to report them</li> <li>● How to critically consider their online friendships and sources of information including awareness of the risks associated with people they have never met</li> <li>● How information and data is shared and used online</li> </ul>
Being safe	<ul style="list-style-type: none"> <li>● What sorts of boundaries are appropriate in friendships with peers and others (including in a digital context)</li> <li>● About the concept of privacy and the implications of it for both children and adults; including that it is not always right to keep secrets if they relate to being safe</li> <li>● That each person's body belongs to them, and the differences between appropriate and inappropriate or unsafe physical, and other, contact</li> <li>● How to respond safely and appropriately to adults they may encounter (in all contexts, including online) whom they do not know</li> <li>● How to recognise and report feelings of being unsafe or feeling bad about any adult</li> <li>● How to ask for advice or help for themselves or others, and to keep trying until they are heard</li> <li>● How to report concerns or abuse, and the vocabulary and confidence needed to do so</li> <li>● Where to get advice e.g. family, school and/or other sources</li> </ul>

APPENDIX 4- by the end of secondary pupils should know

TOPIC	PUPILS SHOULD KNOW
Families	<ul style="list-style-type: none"> <li>● That there are different types of committed, stable relationships</li> <li>● How these relationships might contribute to human happiness and their importance for bringing up children</li> <li>● 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</li> <li>● Why marriage is an important relationship choice for many couples and why it must be freely entered into</li> <li>● The characteristics and legal status of other types of long-term relationships</li> <li>● The roles and responsibilities of parents with respect to raising of children, including the characteristics of successful parenting</li> <li>● 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</li> </ul>
Respectful relationships , including friendships	<ul style="list-style-type: none"> <li>● 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</li> <li>● Practical steps they can take in a range of different contexts to improve or support respectful relationships</li> <li>● 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)</li> <li>● 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</li> <li>● About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help</li> <li>● That some types of behaviour within relationships are criminal, including violent behaviour and coercive control</li> </ul>

	<ul style="list-style-type: none"> <li>● What constitutes sexual harassment and sexual violence and why these are always unacceptable</li> <li>● 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</li> </ul>
Online and media	<ul style="list-style-type: none"> <li>● Their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online</li> <li>● 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</li> <li>● Not to provide material to others that they would not want shared further and not to share personal material which is sent to them</li> <li>● What to do and where to get support to report material or manage issues online</li> <li>● The impact of viewing harmful content</li> <li>● 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</li> <li>● That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail</li> <li>● How information and data is generated, collected, shared and used online</li> </ul>
Being safe	<ul style="list-style-type: none"> <li>● 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</li> <li>● 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)</li> </ul>
Intimate and sexual relationships , including sexual health	<ul style="list-style-type: none"> <li>● 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</li> <li>● 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</li> <li>● The facts about reproductive health, including fertility and the potential impact of lifestyle on fertility for men and women</li> <li>● That there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressuring others</li> <li>● That they have a choice to delay sex or to enjoy intimacy without sex</li> <li>● The facts about the full range of contraceptive choices, efficacy and options available</li> <li>● The facts around pregnancy including miscarriage</li> </ul>

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|  | <ul style="list-style-type: none"><li>● 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)</li><li>● 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</li><li>● About the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment</li><li>● How the use of alcohol and drugs can lead to risky sexual behaviour</li><li>● How to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment</li></ul> |
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APPENDIX-5 - Parent form: withdrawal from sex education within RSE or Relationships Education

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			
Agreed actions from discussion with parents			

