



KING'S LEADERSHIP
ACADEMY BOLTON

SCHOOLS OF CHARACTER
MAKING GREAT LEADERS

RELATIONSHIP, SEX & HEALTH EDUCATION POLICY



GREAT SCHOOLS
TRUST

Document Control

This document has been approved for use within	King's Bolton
This document has been approved by	CEO- Shane Ierston
On	06.01.2023
Date effective from	09.01.2023
Date of next review	January 2024
Review period	Annual
Status	Active
Owner	I. Umarji
Version	1.0

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1. Overview of Statutory Requirements

In March 2017, the Government laid an amendment via the **Children and Social Work Act (2017)** to introduce compulsory relationships education in all primary schools and compulsory relationships and sex education (RSE) in all secondary schools from September 2020. These legislative commitments will help ensure all children and young people, regardless of the school they attend, are provided with age appropriate knowledge and information to build healthy and safe relationships into adulthood.

The Children and Social Work Act 2017 requires the Secretary of State to make Relationships Education mandatory in all primary schools, and RSE mandatory in all secondary schools through regulations. The Act also provides for a power to make PSHE (personal, social, health and economic), or elements therein, mandatory in all schools subject to careful consideration.

The Department for Education published the **statutory guidance for Health Education, Relationships Education and RSE** in June 2019. Because this is a legal duty, it is an expected part of the curriculum to be delivered at King's Leadership Academy.

These statutory changes will ensure support for safe, effective PSHE practice across all schools and ensure consistency and high standards.

Legislation (Statutory Regulations and Guidance)

Schools are required to teach relationships and sex education (RSE) under the following regulations and guidance documents:

- *Education Act (1996)*
- *Learning and Skills Act (2000)*
- *Education and Inspections Act (2006)*
- *Equality Act (2010),*
- *Supplementary Guidance SRE for the 21st century (2014)*
- *Keeping children safe in education 2022*
- *Children and Social Work Act (2017)*
- *Statutory guidance for Health Education, Relationships Education and RSE (2019)*
- *The new Ofsted framework (2022)*

From September 2020, all secondary schools will be required to have health education and relationships and sex education (RSE) in place and a relationships and sex education policy.

Key Stages 3 & 4 require study of Relationships and Sex Education which covers broad areas of particular relevance and concern to children and young people today. Every pupil should be guaranteed a PSHE education that covers mental health and wellbeing; physical health (including healthy lifestyles and first aid); learning about safe, healthy relationships and sex (including understanding consent, negotiating life online, intimate relationships). Additionally, the Statutory Guidelines include elements of Health Education also.

The above topics of RSE are embedded at King's Leadership Academy Bolton through ASPIRE lessons. These lessons cover a range of PSHE topics and part of the curriculum covers RSE. The King's curriculum also includes two lessons of Religious Studies and three lessons of Science. RSE is also covered in these subjects.

1.1. Current curriculum requirements

The Department for Education (2015) wants all schools to provide high quality PSHE. It recognises that age appropriate RSE teaching is key in keeping children and young people safe and healthy and can provide them with the information they need to stay safe and build resilience against the risks of exploitation.

1.2. Delivering a broad and balanced curriculum

Every state funded school including special schools maintained, free and academies- must offer a curriculum that: 'Promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and

prepares pupils at the school for the opportunities, responsibilities and experiences of later life' (*National Curriculum framework*). Through our values-based education at King's we feel we deliver this in a number of ways.

1.3. National curriculum Science

All maintained secondary schools must teach sex education that falls within the National Curriculum Science to all pupils.

Key Stage 3 covers: male and female reproductive system, including the menstrual cycle (without details of hormones).

Key Stage 4 (and those studying GCSE subject content) covers:

- Sexually transmitted infections including HIV/AIDS and how such diseases may be reduced or prevented
- The roles of hormones in human reproduction, including the menstrual cycle
- The use of hormones in contraception
- Modern reproductive technologies to treat infertility
- Evaluating hormonal and non-hormonal methods of contraception.

1.4. Safeguarding

RSE plays a vital part in meeting safeguarding obligations. The 2019 DfE Statutory guidance 'Keeping children safe in education' states that schools and colleges should ensure children are taught about safeguarding, including online, sexting and peer-on-peer abuse. The school also adhere to the Gillick competence and Fraser guidelines for sexual health.

For further information please see the statutory Keeping children safe in education guidance for schools and colleges on safeguarding children.

1.5. Wellbeing

Mental health and wellbeing plays an important part of every child's and adults lives, therefore we have taken great measures to ensure that we follow statutory legal guidance as stated below:

- Section 10 of the Children Act 2004, provides a duty for schools to cooperate with local authorities to improve the wellbeing of children and young people, including physical and mental health and emotional wellbeing.
- Section 175 of the Education Act 2002 provides a duty on maintained schools to safeguard and promote the welfare of pupils.
- Section 38 of the Education and Inspections Act 2006 amends Section 21 of the Education Act 2002, to state that "The governing body of a maintained school shall, in discharging their functions relating to the conduct of the school – (a) promote the wellbeing of pupils at the school."

1.6. Equality

Under the Equality Act 2010, schools and colleges must promote equality of opportunity and take positive steps to prevent any form of discrimination, either direct or indirect, against those with 'protected characteristics' (age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity).

1.7. Ofsted Inspection of RSE

The reforms making RSE, Relationships Education and Health Education mandatory coincide with the new Ofsted framework. RSE education also makes a unique contribution to safeguarding and will support schools to fulfil their statutory duty to teach pupils to keep themselves safe.

2. Lead Members of Staff

Whilst all staff have a responsibility to promote PSHE to all students, staff with a specific, relevant remit include:

- Irfan Umarji, David Crosby, Louise France - Designated Safeguarding Lead / Deputy Designated Safeguarding Lead.
- Netesha Butt – Character and Diversity Lead
- Ben Jones - Leadership and Enrichment Lead
- Leoni Harland - PSHE Subject Lead
- Kelly Williams – SENDCo
- Charlotte Henderson – Curriculum Lead

This policy will be developed in the context of the Academy’s ethos and overall aims that will make clear the values underpinning the work of the Academy community. It will include:

- mapping the current provision in terms of whole Academy, whole curriculum provision including that which is specifically classroom based
- determining which objectives are already being met and where the activities are taking place
- deciding where further development is needed and identifying opportunities for carrying it out
- examining any other policies which have fundamental links with PSHE/RHSE and deciding whether the PSHE policy should include all of these aspects or whether they are to remain separate. This policy is informed by the King’s Safeguarding policy.
- ensure a safe and supportive environment when sensitive issues are discussed
- ensure confidentiality in accordance with our Safeguarding Policy.

3. What is Relationships and Sex Education (RSE)?

This policy covers our school’s approach to delivering Relationships and Sex Education which becomes statutory in September 2020, alongside Health Education. We believe RSE is important for our students and our school. We aim to give our students the information they need to help them develop healthy, nurturing relationships of all kinds, not just intimate relationships. RSE should enable them to know what a healthy relationship looks like and what makes a good friend, a good colleague and a successful marriage or other type of committed relationship. It should also cover contraception, developing intimate relationships and resisting pressure to have sex (and not applying pressure); as well as teaching what is acceptable and unacceptable behaviour in relationships.

Effective RSE teaches young people to understand human sexuality and to respect themselves and others. It enables young people to mature, build their confidence and self-esteem and understand the reasons for delaying sexual activity and making informed decisions. Effective RSE also supports people, throughout life, to develop safe, fulfilling and healthy sexual relationships, at the appropriate time.

Knowledge about safer sex and sexual health remains important to ensure that young people are equipped to make safe, informed and healthy choices as they progress through adult life. This should be delivered in a non-judgemental, factual way and allow scope for young people to ask questions in a safe environment. Teachers will use approaches such as distancing techniques, setting ground rules with the class to help manage sensitive discussion and use question boxes to allow pupils to raise issues anonymously.

Based around our ASPIRE code, RSE will continue to be taught as an integral part of our Character curriculum, including Health Education.

The overall intended outcomes for our school are that students will:

- Know and understand the positive effects that good relationships have on their mental wellbeing
- Identify when relationships are not right and understand how such situations can be managed
- Understand acceptable behaviours in relationships
- Understand the reasons for delaying sexual activity
- Be clear on their rights and responsibilities in relation to sex, relationships and young people and the law

- Have a strong understanding of how data is generated, collected, shared and used online.
- Develop a sense of respect for themselves, and those around them.

Further information can be found on the DfE website. [See link](#)

At primary age, it helps them identify what areas of the body are private, how their bodies will change, how to say no and who they can talk to if they are worried. Later, it explores what a healthy relationship looks like, giving them the language to communicate and report when someone is making them feel uncomfortable or making them do things they don't want to do. It promotes an awareness of where to turn for help, identifying trusted adults in their lives. King's have consulted our local primary schools to ensure a consistent delivery for our students.

4. King's values

PSHE is central to the educational entitlement of all students at King's Leadership Academy and, as a cross curricular dimension, permeates all aspects of life in the Academy. It is encompassed within the teaching of all subjects both formally and informally. As a community we want to educate our students, so they develop their full potential as individuals and together as an Academy. The values and ethos of the Academy (**Aspiration, Achievement, Self-awareness, Professionalism, Integrity and Endeavour**) are central to our Personal, Social and Health Education [PSHE] and so our RSE Policy. The key principle behind PSHE is that it underpins, and links thoroughly to, our ASPIRE values and reflects the new DfE guidance of September 2020 for RSHE.

Additionally, the PSHE programme, encompassing RSHE, at King's Leadership Academy will have the following emphases:

Every student is an individual – developing self-awareness, confidence and self esteem, transferable skills and experiences that prepare them for the wider world. Students will become healthy, responsible, safe and confident individuals.

Students should be encouraged to interact with other students – building social skills through working effectively with others and understanding the needs of others. Students will develop good relationships and respect differences amongst their community.

Opportunities should be provided for staff to interact with their students – strengthening the staff-student relationship thus enabling staff to identify individual strengths and development needs more effectively.

Opportunities should be provided for individual students to interact with the Academy – raising awareness of individual responsibilities, reinforcing partnerships and upholding the Academy ethos.

Promote positive wellbeing and life understanding – students will make links to a wide variety of learning for life areas to our ASPIRE values, making them relevant to their development into adulthood.

5. Delivery and provision at King's

5.1 Statutory RSE - Curriculum

The new statutory guidance for September 2020, states that by the end of secondary school, schools should continue to develop knowledge on topics specified for primary as required and in addition cover the following content by the end of secondary.

At King's we develop our curriculum regularly. Here is our overview of the ASPIRE and Character/PPE curriculum (see below) where the statutory RSE will be embedded and reviewed consistently.

5.2 Delivery

At King's this takes place across school but mainly in our bespoke Character lessons, one hour a week. King's Leadership Academy provides opportunities for personal and social development through a variety of strategies.

- Individual, peer group, collaborative group work
- Involvement in a range of problem-solving activities
- Preparation and presentation of tasks for different audiences
- Positive self-assessment
- Positive feedback, with verbal or written comments aligned to King’s marking policy

Pupils also have the opportunity for social and sporting development through the House system, which encourages individuals to interact and collaborate with others from different age groups. Additionally, the whole school Parliament system encourages every student to have a voice and promotes the fundamental British Value of free speech and respectful relationships.

The following provide specific vehicles for the delivery of KS3 and KS4 PSHE, based on our ASPIRE code, and so encompasses RSHE. These are in addition to the routine curriculum:

- ASPIRE Induction Week
- PPE curriculum (Y7)
- RS lessons
- World of Work; Careers advice and planning
- Assembly
- Beautiful Work and Review Day
- Drama productions and other curriculum links
- Organised charitable and community projects
- Entry into external competitions and projects
- School visits
- Inter –house competitions
- CREDIMUS days
- Family dining
- Enrichment and After School Extra-curricular
- Residential trips
- Through our general routines, in and out of the classroom, and the way in which individuals relate to each other, students are encouraged to form their own attitudes and values
- Foundation Character Passports that encourage volunteering and personal skill development.
- Duke of Edinburgh Awards; Bronze, Silver and Gold.

By building positive working relationships between students and staff all members of the Academy family are valued as individuals. They learn to see the need for good manners, self discipline and appropriate behaviour in whatever situation they find themselves in, through our value of professionalism.

The Tutor mentoring system each day is also key for positive relationships, along with our dedicated pastoral staff.

King’s Leadership Academy provides opportunities for parents/carers, the community and outside agencies can contribute to the personal and social development of its students through aligning to the philosophy of the Academy and making contact via the school newsletter, website or email system.

5.3 Structure and outcomes

RSE, within PSHE, is delivered in the Foundation and Senior Character programme. It is delivered primarily in Character lessons, but many aspects are supported in all areas of the curriculum, as well as tutor time. PSHE is also delivered via assemblies, ASPIRE lessons, PPE (Public Speaking, Philosophy and Ethics) and our Leadership curriculum. It is accessible for all students regardless of gender, ability, culture or personal circumstance. Our teachers will also plan for all academic abilities and specific (including SEND) needs to ensure all aspects of PSHE, and therefore RSE, is accessible and relevant to individuals.

PSHE, as a whole, at King’s is taught through a ‘spiral programme’ linking firmly to our ASPIRE values. This means ASPIRE lessons are delivered to recurring themes that progressively develop and deepen students’ understanding each

year in order to embed student learning. King's staff are also trained at regular intervals in the year in order to effectively deliver ASPIRE lessons to students.

The whole PSHE course has several components:

1. Character lessons which focus on topical issues related to personal, social and health development, including RSE, alongside aspects of British Values, PREVENT, and Careers Education, Information, Advice and Guidance (CEIAG). These are delivered through ASPIRE value focus.
2. Further delivery of PSHE, that embeds our values, is also through school events such as: educational visits, careers guidance, pastoral care and guidance, guest speakers, the assembly and Lesson 0 programme, Student Parliament, PPE and through teaching and learning in other subject areas. Enrichment also includes PSHE.
0. In planning the curriculum, teachers at the King's Leadership Academy provide:
 - a clear, consistent framework of values in which to work, supported and agreed by all
 - supportive relationships between teacher and student, and student and student
 - a classroom climate which encourages all students to explore, and encourages a high level of interest
 - opportunities for development outside the classroom situation through responsibilities, extra-curricular activities [such as the King's Character Passport and Duke of Edinburgh Award Scheme] and educational visits
 - signpost pupils to alternative frameworks of support such as, <https://www.bolton.gov.uk/youth-support/teenage-pregnancy-contraception>, [Bolton Health Services](#), [Nurse](#) weekly holistic drop_in service, [Bolton Youth Support](#), [Young people's Drug and Alcohol Service](#).

6. Assessment and Teacher Training

Where a particular topic is delivered by another curriculum area, then that subject will capture students' progress and report on it. Students will be assessed in ASPIRE lessons with end of unit quizzes and end of unit review lessons which will establish core component knowledge.

Our RSE will be supported by training offered to staff at King's. This will help ensure children and young people are provided with consistent messages and advice around making safe and healthy decisions in relationships. Our regular CPD includes our specialism focus along with bespoke training for those who deliver ASPIRE. Regular Systems briefings are also used.

7. Monitoring and Evaluation

The RSE policy will be reviewed as part of the Academy's policy review cycle and in the light of national and local changes. Our teaching and learning will be monitored in line with all other subjects, including staff training, walkthroughs and lesson observations.

Consultation and associated feedback with staff, students and parents will inform the future development of this policy. This policy is available under the Policies section of the King's website and can be available in different formats upon request at school. Our dedicated email for any RSE enquiries is rshe@kingsbolton.com.

8. Resources and visitors to the school

A range of resources/visitors for RSE will be used including visiting speakers, Bolton Youth teams, Greater Manchester Police, School Health Team (Sexual Health offer with the school nurse for Years 7 and 8, and Bolton Safety Team are examples of how we ensure external contributors add valuable input to our planned programme. Further details of resources can be found in policies such as Equalities Objectives and Safeguarding and Child protection policy, all found on our website.

9. Engaging with parents

Our school will maintain an open dialogue between parents and teachers as we value and welcome any questions about our school's approach to the RSHE curriculum.

The Department for Education has published the following **guidance for parents**: a useful list of FAQs for parents on the new RSE/Relationships Education requirements, and guides for parents on Relationships Education, RSE and Health Education found here; RSE Secondary school guide for parents.

9. RSE Parental engagement

In July 2020 parents were consulted via letter, an optional open forum and the school newsletter. A further presentation is available on request via our dedicated email rshe@kingsbolton.com.

9.1 RSE – Parent's right of withdrawal

There could be a reason why a parent may choose to withdraw their children from sex education. We hope that a good understanding of the importance of sex education (including its importance for keeping young people safe), familiarity with teaching approaches and resources to be used, and the opportunity to have questions answered and concerns heard, are likely to reduce the chances of parents requesting to withdraw their child. If a parent/carer has concerns, they will be encouraged to meet with the Principal.

In secondary education from September 2020:

- Parents will not be able to withdraw their child from any aspect of Relationships Education or Health Education.
- Parents can contact the pastoral leader for a discussion about the importance of RSE and the negative impact of not fulfilling statutory development criteria.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

Equalities Statement

Under the public sector equality duty (PSED), all schools/academies must have due regard to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010; to advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it and to foster good relations across all protected characteristics. This means academies must take into account equality considerations when policies are being developed, adopted and implemented.

Race Disparity Audit

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

Summary of Changes in this Version

Page Number	Paragraph Number	Information

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