

Relationships Education, Relationships and Sex Education (RSE) and Health Education Policy Part of Fairfax Multi-Academy Trust

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1. Introduction

At Fairfax Academy we aim to develop articulate, resilient and ambitious students, regardless of background, with the knowledge, skills and attitudes to excel in modern Britain. Effective relationship and sex education (RSE) makes a significant contribution to the development of the personal skills needed by students to establish and maintain positive, healthy relationships. It enables young people to make responsible and well-informed decisions about their health and wellbeing.

This policy has been produced in consultation with key stakeholders, including students, staff, the Designated Safeguarding Lead and Academy Associates. Parents and carers have also been informed about the policy and the policy is available for parents and carers via the school website. The policy will be reviewed on an annual basis to ensure all content is relevant and up to date.

2. Statutory Guidance

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 pupils receiving primary education and Relationships and Sex Education (RSE) compulsory for all pupils receiving secondary education. The regulations also make Health Education compulsory in Academies.

3. Definitions

Relationships and sex education focuses on teaching young people the information they need to help them develop healthy, nurturing relationships of all kinds, not just intimate relationships. It will 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 will also cover contraception, developing intimate relationships and resisting pressure to have sex (and not applying pressure). It will teach what is acceptable and unacceptable behaviour in relationships. This will help students 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.

4. Roles and Responsibilities

The Academy Associates

- Ensure the RSE policy is fit for purpose and fulfils its legal obligation
- Ensure parents and carers have had a consultation period before the implementation of the policy

The Head of Academy

- Monitor the implementation of the policy
- Ensure all staff are informed of the policy and the responsibilities they have
- Ensure staff have time to receive up to date training
- Work with parents and carers to keep them informed of the curriculum and ensure all information is clear, including to those who wish for their child to be withdrawn.

PSHE lead

- Monitor the implementation of the policy and delivery of content with the headteacher
- Ensure Continued Profession Development (CPD) opportunities are provided for staff, specifically those who are delivering RSE.
- Monitor and evaluate the quality of the curriculum in place to all pupils
- Liaise with the Designated Safeguarding Leads (DSLs) to ensure the curriculum is most relevant to our pupils

Staff

- Ensure the classroom is a safe place with established ground rules prior to delivering the content
- Ensure they are aware of the up to date statutory requirements and policy
- Ensure resources are appropriate for those pupils they are teaching
- Emphasise the importance of RSE in relation to making informed choices
- Ensure all teaching is unbiased
- Where appropriate they direct pupils to seek advice from an appropriate agency or individual

5. Content and delivery

Relationships and sex education

At Fairfax RSE is taught through KS3 Guidance lessons, RE, and science lessons. It is also delivered to all year groups through tutor time and the Enrichment Day programme. It is delivered by teaching staff and verified external presenters. We ensure that the RSE programme is relevant to all students, is age and stage appropriate and that the issues covered are managed sensitively, with an awareness of the students' cultural and religious beliefs and perspectives.

The following statements illustrate the learning outcomes for RSE at Key Stage 3 & 4 at Fairfax. They are taken from the DFE guidance for RSE.

recognise this in others' relationships); and, how to seek help or advice, including reporting concerns about others, if needed.

- 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.
- 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.

- 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).
- 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 and menopause.
- 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.

6. Partnership with parents/carers and the right to be removed from sex education

At Fairfax RSE is designed to support and complement the role of parents/carers who have the prime responsibility for their child's relationship and sex education. Parents/carers have the right to request that their children are withdrawn from some or all the sex education provision delivered. This does not include any part of the National Curriculum covered in science, RE and any relationships or health education. Parents/carers wishing to withdraw their children should make an appointment to see the Head of Academy.

If, following this meeting, they still wish to withdraw their child, they should put their request in writing, stating which part(s) of the programme they wish to withdraw their children from. The academy will keep detailed records of students who have been withdrawn, the reasons behind withdrawal and the alternative education received by the child during the withdrawal sessions.

The Trust will respect the parents' and carers' request to withdraw their child, up to and until three terms before the child turns 16. After that point, if the child wishes to receive sex education rather than be withdrawn, the school will provide the child with sex education during one of those terms.

7. Equality and Inclusion

All teaching material will reflect the law (including the Equality Act 2010) as it applies to relationships, so that young people clearly understand what the law allows and does not allow, and the wider legal implications of decisions they may make. Teachers are sensitive to the issues of different types of relationships. Promoting inclusion and reducing discrimination are part of RSE throughout the school and reflect our commitment to equality.

7.1 Sexual Identity and Orientation

When teaching about relationships and families we include same sex relationships and specific understanding of different types of relationships, including lesbian, gay and bisexual relationships. Homophobic, biphobic and transphobic references, language and bullying are not tolerated in school and are challenged and dealt with as part of our commitment to promoting inclusion, gender equality and preventing bullying.

7.2 Students with special educational needs and disabilities (SEND)

Relationships education, RSE and health education will be accessible for all students. High quality teaching is differentiated and personalised, this is the starting point to ensure accessibility for all students. When preparing lesson resources, subject leaders and teachers will be mindful of the preparing for adulthood outcomes set out in the SEND code of practice,

The school is aware that some pupils are more vulnerable to exploitation, bullying and other issues due to the nature of their SEND. Relationships Education can also be a priority for some students, for example some with social, emotional and mental health needs or learning disabilities.

For some students there may be a need to tailor content and teaching to meeting the specific needs of children at different development stages.

7.3 Ethnic and Cultural Groups

We intend our policy to be sensitive to the needs of different ethnic and religious groups. We will respond to parental requests and concerns and action these where possible.

8. Safeguarding, reports of abuse and confidentiality

At Fairfax we recognise that at the heart of RSE, the focus is on keeping children safe. We will allow students an open forum to discuss potentially sensitive issues. Such discussions can lead to increased safeguarding reports. Students will be made aware of the processes to enable them to raise their concerns or make a report and how any report will be handled. This will also include processes when they have a concern about a peer or friend.

In line with the document Keeping Children Safe in Education (KCSIE), all staff are aware of what to do if a student tells them that they are being abused or neglected. Staff are also aware of the need to manage the requirement to maintain an appropriate level of confidentiality. The involvement of the Designated Safeguarding Lead will ensure that trusted, high quality local resources are engaged, links to the police and other agencies are utilised and the inclusion in lessons of any particular local issues it may be appropriate to address.

9. Monitoring arrangements

The delivery of relationships and sex education will be monitored as part of the quality assurance of teaching and learning at Fairfax Academy. This includes lesson visits, work scrutinies and student voice conducted by subject leaders and senior leaders. The policy will be reviewed every two years and approved by the directors.

10. Links with other policies

This policy should be read in conjunction with Keeping Children Safe in Education the following Trust/Academy policies:

- Anti-Bullying Policy
- Behaviour Policy
- Safeguarding Policy
- SEND Policy