

We are an ambitious and inclusive Trust of schools
strengthening communities through excellent education.



Relationships and Sex Education (RSE) Policy – Secondary

Responsibility for approval: Senior Exec
Date of approval: May 2026
Next review April – June 2027

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1.0 Policy Statement

- 1.1 We are an ambitious and inclusive Trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools

2.0 Aims

The aims of relationships and sex education (RSE) at our school are to:

- 2.1 Provide a framework in which sensitive discussions can take place
- 2.2 Prepare pupils for puberty, and give them an understanding of sexual development and the importance of health and hygiene
- 2.3 Help pupils develop feelings of self-respect, confidence and empathy
- 2.4 Create a positive culture around issues of sexuality and relationships
- 2.5 Teach pupils the correct vocabulary to describe themselves and their bodies

3.0 Definition

3.1 For the purpose of this document:

- Members, Trustees/Directors and Governors are referred to as Trustees;
- The Ted Wragg Multi Academy Trust is referred to as The Trust and refers to all schools or academies within the Trust;
- School or Academy refers to any one of the schools or academies within the Ted Wragg Multi Academy Trust;
- Staff refers to all staff working at any one of the schools within the Ted Wragg Multi Academy Trust;
- Students refers to all students being educated or on site at any one of the schools within the Ted Wragg Multi Academy Trust.

4.0 Policy development

4.1 This policy has been developed in consultation with staff, pupils and parents. The consultation and policy development process involved the following steps:

- Review – a member of staff or working group pulled together all relevant information including relevant national and local guidance
- Staff consultation – all school staff were given the opportunity to look at the policy and make recommendations
- Parent/stakeholder consultation – parents and any interested parties were invited to attend a meeting about the policy
- Pupil consultation – we investigated what exactly pupils want from their RSE
- Ratification – once amendments were made, the policy was shared with governors and ratified

5.0 What is Relationship and Sex Education

5.1 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.

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

5.3 RSE is not about the promotion of sexual activity.

6.0 Legal framework

- 6.1 The legal framework is set out in statutory guidance from the Department for Education issued under Section 80A of the Education Act 2002 and section 403 of the Education Act 1996.
- 6.2 Schools must have regard to the statutory guidance, and where they depart from those parts of the guidance which state that they should (or should not) do something they will need to have good reasons for doing so.
- 6.3 The statutory guidance applies to:
 - 6.3.1 Relationships Education (for Primary education)
 - 6.3.2 Relationships and Sex Education (for Secondary Education)
- 6.4 The policy must also be applied within the framework of other relevant legislation including the Equality Act 2010 and Keeping Children Safe in Education guidance.

7.0 Principles and values

- 7.1 The Trust believes that RSE should be delivered in a politically impartial manner in line with statutory guidance. Where topics are contested, pupils will be presented with balanced viewpoints and supported to develop their own informed opinions. RSE should also:
 - 7.1.1 Be an integral part of the lifelong learning process, beginning in early childhood and continue into adult life;
 - 7.1.2 Be an entitlement for all young people;
 - 7.1.3 Encourage every student to contribute to make our community and aims to support each individual as they grow and learn;
- 7.2 Be set within this wider school context and supports family commitment and love, respect and affection, knowledge and openness. Family is a broad concept; not just one model, e.g. nuclear family. It includes a variety of types of family structure, and acceptance of different approaches;
 - 7.2.1 Encourage students and teachers to share and respect each other's views. We are aware of different approaches to sexual orientation, without promotion of any particular family structure. The important values are love, respect and care for each other;
 - 7.2.2 Generate an atmosphere where questions and discussion on sexual matters can take place without any stigma or embarrassment;
 - 7.2.3 Recognise that parents are the key people in teaching their children about sex, relationships and growing up. We aim to work in partnership with parents and students, consulting them about the content of programmes;
 - 7.2.4 Recognise that the wider community has much to offer and we aim to work in partnership with health professionals, social workers, peer educators and other mentors or advisers;

8.0 Relationships & sex education

- 8.1 Relationships and Sex education covers three main elements:

8.1.1 Attitudes and Values

- learning the importance of values, individual conscience and moral choices;
- learning the value of family life, stable and loving relationships, and marriage;
- learning about the nurture of children;
- learning the value of respect, love and care;
- exploring, considering and understanding moral dilemmas;
- challenging myths, misconceptions and false assumptions about normal behaviour.

8.1.2 Personal and Social Skills

- learning to manage emotions and relationships confidently and sensitively;
- developing self-respect and empathy for others;
- learning to make choices with an absence of prejudice;
- developing an appreciation of the consequences of choices made;
- managing conflict;
- empower students with the skills to be able to avoid inappropriate pressures or advances (both as exploited or exploiter)

8.1.3 Knowledge and Understanding

- learning and understanding physical development at appropriate stages;
- understanding human sexuality, reproduction, sexual health, emotions and relationships;
- learning about contraception and the range of local and national sexual health advice, contraception and support services;
- learning the reasons for delaying sexual activity, and the benefits to be gained from such delay;
- the avoidance of unplanned pregnancy.

9.0 Organisation and Content

- 9.1 Schools within the Trust specifically deliver Relationships and Sex Education through their PSHE Programme, RE and Science lessons at KS3, and KS4.
- 9.2 Much of the Relationship and Sex Education takes place within PSHE and Science lessons. The Curriculum will have support from professionals where appropriate.
- 9.3 RSE lessons are set within the wider context of the PSHE curriculum and focus more on the emotional aspects of development and relationships, although the physical aspects of puberty and reproduction are also included in Science. The Science National Curriculum is delivered by staff in the Science department. These lessons are more concerned with the physical aspects of development and reproduction, although the importance of relationships is not forgotten. All RSE content will be carefully sequenced to ensure age-appropriateness, with explicit content only introduced where it is necessary for safeguarding, health education, or legal understanding.
- 9.4 Any RSE lesson may consider questions or issues that some students will find sensitive. Before embarking on these lessons ground rules are established which prohibit inappropriate personal information being requested or disclosed by those taking part in the lesson. When students ask questions, we aim to answer them honestly, within the ground rules established at the start of the sessions. When it is felt that answering a specific question would involve information at a level inappropriate to the development of the rest of the students, the question may be dealt with individually at another time.

- 9.5 More expert or specialist teachers support PSHE teachers who are uncomfortable with teaching certain aspects of the curriculum. Support is offered from the PSHE coordinator who will help with planning or delivery lessons if required. Assessment is carried out at the end of every module and involves teacher, pupil and peer assessment of knowledge and understanding, interpersonal skills, and attitudes.
- 9.6 The school will determine which elements of the RSE curriculum are statutory (and therefore not subject to withdrawal) and which are non-statutory (and therefore may be withdrawn from) after consultation with key stakeholders. Statutory content includes Relationships Education and the Science curriculum, which parents do not have the right to withdraw from. A curriculum map will be included in the appendix.

10.0 Inclusion

- 10.1 Ethnic and Cultural Groups - We intend our policy to be sensitive to the needs of different ethnic groups. For some young people it is not culturally appropriate for them to be taught particular items in mixed groups. We will respond to parental requests and concerns.
- 10.2 Students with Special Needs - We will ensure that all young people receive relationships and sex education, and we will offer provision appropriate to the particular needs of all our students, taking specialist advice where necessary.
- 10.3 Sexual Identity, Sexual Orientation and Gender Identity – We aim to address issues of sexual identity and orientation sensitively and honestly, answering appropriate questions and offering support. Young people, whatever their developing sexuality need to feel that relationships and sex education is relevant to them. Teaching will include clear reference to biological sex as a scientific concept and will accurately reflect legal protections as set out in the Equality Act 2010. Teaching about gender identity will be delivered in a balanced, factual and age-appropriate way, recognising that this is a contested area of debate.
- 10.4 Regard will be given to ensure all protected characteristics (age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, and sexual orientation) are recognised as part of the delivery of RSE within school.

11.0 Roles and responsibilities

- 11.1 Trustees
The trustees will approve the RSE policy, and hold the headteacher to account for its implementation.
- 11.2 The Headteacher
The headteacher is responsible for ensuring that RSE is taught consistently across the school, and for managing requests to withdraw pupils from [non-statutory/non-science] components of RSE (see section 11).
- 11.3 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.

11.4 Pupils

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

12.0 Roles and responsibilities

12.1 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 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.

Parents will be able to access and review all RSE curriculum materials upon request, and the school will proactively provide information about curriculum content to support parental understanding and engagement.

13.0 Confidentiality, Controversial and Sensitive Issues

13.1 Teachers cannot offer unconditional confidentiality and are required to report all disclosures. In a case where a teacher learns from an under 16-year-old that they are having or contemplating sexual intercourse:

- The young person will be persuaded, wherever possible, to talk to parent/carer and if necessary to seek medical advice.
- Child protection issues will be considered, and referred if necessary to the teacher responsible for Child Protection under the school's procedures.
- The young person will be properly counselled about contraception, including precise information about where young people can access contraception and advice services.

13.2 In any case where child protection procedures are followed, the teacher will ensure that the young person understands that they cannot ever promise confidentiality.

13.3 Health professionals in school are bound by their codes of conduct in a one-to-one situation with an individual student, but in a classroom situation they must follow the school's confidentiality policy.

14.0 Training

14.1 Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development calendar.

14.2 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.

15.0 Monitoring arrangements

15.1 The delivery of RSE is monitored through network meetings.

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

15.3 This policy will be reviewed annually. At every review, the policy will be approved by Trustees.

16.0 Policy circulation

16.1 This Policy will be published on the Trust's website and included in the Trust's Policy Monitoring Schedule

16.2 This Policy will be circulated to every Member, Trustee/Director, Governor and Senior Employee by sending an email to the link on the Trust's website on an annual basis and when each new Member, Trustee/Director, Governor and Senior Employee joins the Trust.

16.3 The Trustees, in consultation with the Local Governing Bodies, are responsible for overseeing, reviewing and organising the revision of the Relationships and Sex Education Policy.

17.0 Appendix

17.1 Appendix 1: Curriculum Map

We are an **ambitious** and **inclusive** Trust of schools
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Appendix 1: Relationships and sex education HCC curriculum map

YEAR GROUP	UNIT	TOPIC / THEME LEARNING OUTCOME	DfE STATUTORY GUIDANCE
Year 7	Cycle 1 – Growing Up	Understand the physical and emotional changes of puberty, develop positive friendships, recognise healthy boundaries, stay safe online, develop resilience and know where to seek help for mental wellbeing.	Puberty & Changing Adolescent Body; Friendships & Peer Influence; Online Relationships & Digital Safety; Mental Wellbeing
	Cycle 2 – Lifestyle, Aspirations, Marriage & Bodies	Explore healthy lifestyles, understand different family structures, develop positive self-esteem, recognise healthy relationships and challenge gender stereotypes through respectful behaviour and positive role models.	Families; Physical Health & Healthy Lifestyles; Mental Wellbeing; Respectful Relationships
	Cycle 3 – Dreams & Goals	Develop resilience, financial awareness, goal-setting skills and understand how positive decision-making supports future success.	Mental Wellbeing; Preparing for Adult Life
Year 8	Cycle 1 – My Peers	Build respectful relationships through effective communication, consent in everyday situations, recognising peer influence and developing healthy friendships based on mutual respect.	Respectful Relationships; Friendships & Peer Influence
	Cycle 2 – Changes	Understand developing relationships, recognise equality and diversity, challenge discrimination and misogyny, develop healthy attitudes towards body image and understand consent within relationships.	Respectful Relationships; Intimate & Sexual Relationships; Equality & Diversity
	Cycle 3 – First Give: Social Action & Active Citizenship	Develop an understanding of social responsibility by identifying issues within the local community, working collaboratively to design and deliver a social action project, communicating effectively, managing a budget, presenting ideas confidently and reflecting on the impact individuals can have in creating positive change.	Preparing for Adult Life; Mental Wellbeing; Respectful Relationships; Equality & Diversity; Citizenship

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YEAR GROUP	UNIT	TOPIC / THEME LEARNING OUTCOME	DfE STATUTORY GUIDANCE
Year 9	Cycle 1 – Mental Health	Develop strategies to maintain positive mental wellbeing, recognise signs of poor mental health, avoid self-diagnosis, understand substance misuse risks and know how to access support.	Mental Wellbeing; Drugs, Alcohol & Tobacco; Personal Safety
	Cycle 2 – Changing Relationships	Understand healthy intimate relationships, consent, contraception, STIs, pornography and unrealistic expectations, online image sharing and recognising unhealthy relationships.	Intimate & Sexual Relationships; Consent; Online Relationships
	Cycle 3 – My Career	Prepare for employment through understanding workplace expectations, equality legislation, career planning, CV writing and healthy professional relationships.	Preparing for Adult Life; Equality & Diversity
Year 10	Cycle 1 – Health & Risk	Recognise risks associated with drugs, alcohol, gambling, vaping, exploitation and unsafe situations whilst developing knowledge of first aid and accessing healthcare.	Physical Health; Drugs, Alcohol & Tobacco; Personal Safety; Health Prevention
	Cycle 2 – My Voice	Explore democracy, equality, discrimination, respectful debate, positive masculinity, harmful online influences and the role individuals play in preventing violence against women and girls.	Equality & Diversity; Respectful Relationships; Citizenship
	Cycle 3 – Challenge & Control	Recognise coercive and controlling behaviour, sexual harassment, domestic abuse, online manipulation, extremism and know how to access safeguarding support.	Respectful Relationships; Personal Safety; Consent; Online Relationships
Year 11	Cycle 1 – Making Decisions	Make informed decisions about sexual health, contraception, pregnancy, parenthood, abortion, adoption and miscarriage whilst understanding healthy adult relationships and consent.	Intimate & Sexual Relationships; Sexual Health; Families
	Cycle 3 – My Future	Prepare successfully for post-16 education, employment and adult life through maintaining wellbeing, accessing health services, managing revision and building healthy adult relationships.	Preparing for Adult Life; Mental Wellbeing; Physical Health