



Omega Multi-Academy Trust
Relationships and Sex Education Policy

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Signed by



CEO

Date:

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Chair of Trustees

Date:

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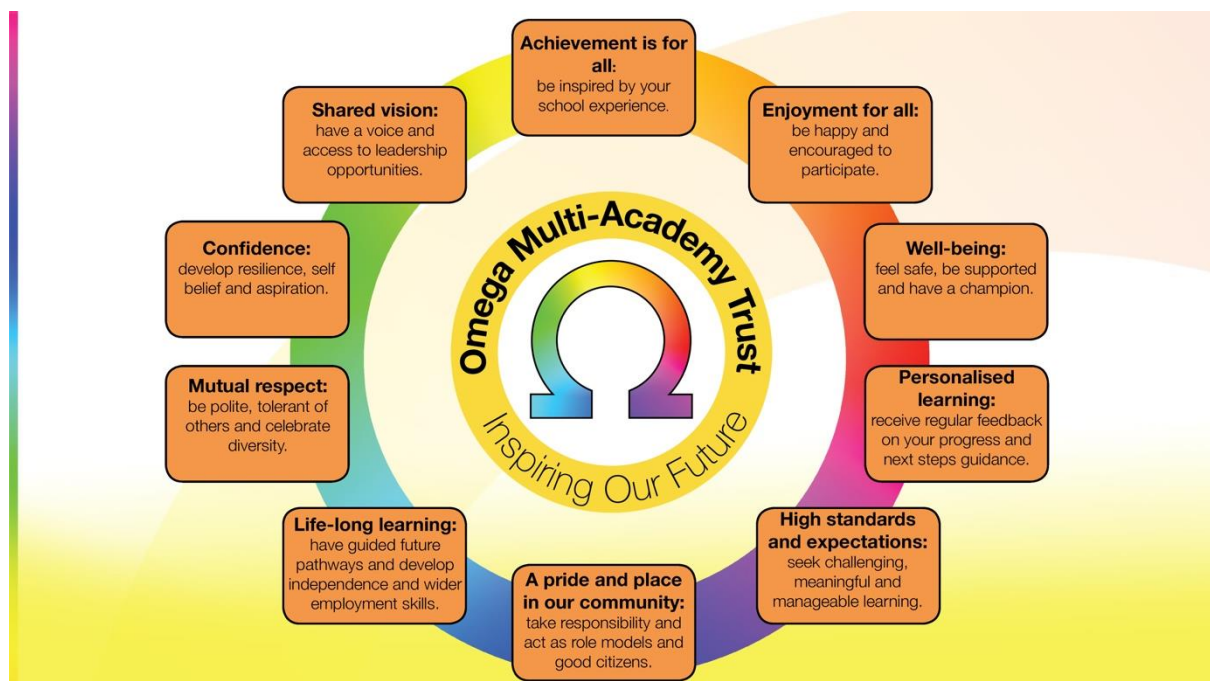
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Omega Multi-Academy Trust

Mission Statement

The Omega learning community provides excellent teaching and learning with passion and purpose, based on core values, understood by all. Working in a warm and welcoming, yet purposeful environment, our mission is for everyone to be happy and inspired by their school experience. We empower students to harness their own creativity, to raise their aspirations and to achieve their potential. Working together, they gain confidence and pride to take their place in our community.



Rationale

Omega Multi-Academy Trust Values	How this policy addresses these values
Achievement is for all: be inspired by your school experience	<i>We are confident that our RSE provision fulfils the comments made by Education Secretary Justine Greening in March 2017, when discussing the development of a potential new framework; "RSE and PSHE teach children and young people how to stay safe and healthy, and how to negotiate some of the personal and social challenges they will face growing up and as adults. These subjects form part of the building blocks young people need to thrive in modern Britain."</i>
Enjoyment for all: be happy and encouraged to participate	<i>When students ask questions, we aim to answer them honestly, within the ground rules established at the start of the sessions, so each person feels comfortable and encouraged to participate fully.</i>
Well-being: feel safe, be supported and have a champion	<i>Form tutors/class teachers generally deliver RSE with support from professionals where appropriate. Form tutors/class teachers work closely with their students over a number of years and we believe that, through the relationships built, they are usually the best people to work with the students on many of the RSE topics as they are aware of each student's individual circumstances and are in the best position to support each student.</i>
Personalised learning: receive regular feedback on your progress and next-steps guidance	<i>Representatives from outside agencies provide a varied and engaging sex education delivery as part of our RSE programme (secondary schools). Public Health – School Nurse and LA Youth Service (Risky Behaviours Programme), provide qualified professionals to guide students in areas such as contraception, emotions, healthy relationships and practicing safe sex and signpost them to additional support where necessary.</i>
High standards and expectations: seek challenging, meaningful and manageable learning	<i>Any RSE lesson may consider questions or issues that some students will find sensitive. Before embarking on these lessons ground rules are established in accordance with our usual expectations which prohibit inappropriate personal information being requested or disclosed by those taking part in the lesson.</i>
A pride and place in our community: take responsibility and act as role models and good citizens	<i>To ensure that aspects of sexual behaviour should not be dealt with in isolation nor isolated or artificially distanced from issues concerning physical and emotional relationships, family life and parenthood. It is important that students appreciate that their own sexual development carries implications of physical and moral responsibility.</i>
Life-long learning: have guided future pathways and develop independence and wider enjoyment skills	<i>RSE is lifelong learning about sex, sexuality, emotions, relationships and sexual health. It occurs both within PSHE lessons / events, as well as other parts of the curriculum (e.g. Science / RS). It is not about the promotion of sexual orientation or sexual activity, but rather the promotion of mature, healthy, respectful choices based on informed understanding.</i>
Mutual respect: be polite, tolerant of others and celebrate diversity	<i>Students will... Be respectful to other students and sensitive to their individual view points, whilst demonstrating a tolerance towards the diversity across our community and recognising this as a strength of our community.</i>
Confidence: develop resilience, self-belief and aspiration	<i>Our RSE programme aims to prepare students for an adult life in modern Britain, where they can: Develop positive values and a moral framework that will guide their decisions, judgements and behaviour. Have the confidence, resilience and self-esteem to value themselves, and others, and the skills to judge what kind of relationship they want. (Page 6)</i>
Shared vision: have a voice and access to leadership opportunities	<i>Teachers who deliver RSE to have an opportunity to feedback on RSE provision through House/Year/Key Stage meetings. Students' views on the programme, their needs and their learning are also canvassed through student voice activities throughout the year. This is used to promote and inform discussion at each year in order to ensure that lessons, units and schemes of work are effective.</i>

1. Introduction and policy context

The government's shift in the guidance on sex and relationship education to strengthen the work on relationships is welcomed by all members of Omega Multi-Academy Trust as this work is a core part of our wider work of helping our young people to grow with a pride in their local community and an understanding of their place in it.

Under the Relationships Education, Relationships and Sex Education and Health Education (England) Regulations 2019, the government has made Relationships Education part of the basic curriculum for primary pupils and therefore compulsory at primary schools (including maintained schools and academies). DfE advise that under the Education Act 2002, responsibility for the curriculum in a maintained school is shared between the Head and the board, and that the governing board and headteacher are required to exercise their functions with a view to securing that the curriculum for the school satisfies statutory requirements.

Under the regulations, the Secretary of State is required to give guidance to schools about the provision of Relationships Education and RSE. Schools must have regard to this 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.

The statutory guidance includes a section on Relationships Education which makes clear that in primary schools the focus should be on teaching the fundamental building blocks and characteristics of positive relationships, with particular reference to friendships, family relationships and relationships with other children and with adults. The guidance on Sex Education remains unchanged in that primary schools can decide whether to teach beyond national curriculum science and, if so, what they will teach and when. The right to be excused applies to sex education only and applies as it has in the past. Further information on the right to be excused from sex education is included in this policy.

Compliance with the Equality Act

Within relationships education, Omega Multi-Academy Trust complies with the public sector equality duty to ensure that there is not unlawful discrimination against pupils because of their protected characteristics. The guidance states that "schools should be alive to issues such as everyday sexism, misogyny, homophobia and gender stereotypes and take positive actions to build a culture where these are not tolerated" and that "staff have an important role to play in modelling positive behaviours". In our Trust, leaders are aware of the strength of feeling on matters of human sexuality and are clear that the law both protects the rights of some to hold a religious belief but also protects the rights of others to think and behave differently. Both will not be discriminated against directly or indirectly. This is discussed during staff training and is regularly clarified during policy implementation.

Visitors in school for RSE

The statutory guidance states, "As with any visitor, schools are responsible for ensuring that they check the visitor or visiting organisation's credentials. Schools should also ensure that the teaching delivered by the visitor fits with their planned programme and their published policy". Equally, staff must ensure that visitors must be made aware of the requirement of the school to comply with the Public Sector Equality Duty under the Equality Act 2010.

2. Aims

The aims of relationships and sex education (RSE) within Omega Multi-Academy Trust are to:

- To ensure Relationships and Sex Education is part of a child's broad, balanced curriculum, integral to the basic curriculum of the school and part of the child's all-round development.
- 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 a positive and secure personal identity and 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
- To prepare children for healthy relationships in an online world
- To understand how to stay safe, know the importance of boundaries and how to report abuse or feelings of being unsafe

3. Statutory requirements

Our primary academy schools within Omega Multi-Academy Trust must provide relationships education to all pupils as per section 34 of the [Children and Social work act 2017](#).

Our secondary academy schools must provide RSE to all pupils as per section 34 of the [Children and Social work act 2017](#).

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.

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](#).

Within Omega Multi-Academy Trust we teach Relationships and Sex Education (RSE) as set out in this policy.

4. Policy development

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

1. Review – PSHE / RSE Leads from each school in Omega MAT formed a working group to draw relevant information including relevant national and local guidance, as well as key guidance from the PSHE Association and Public Health Data for our locality.
2. Staff / Governor consultation – all staff within Omega MAT were given the opportunity to look at the policy and make recommendations
3. Parent/stakeholder consultation – parents and any interested parties received consultation information, had the opportunity to complete a parent survey and were also invited to attend a Omega MAT RSE Information evening about the policy
4. Pupil consultation – we investigated what exactly pupils want from their RSE policy through individual schools' Student Voice and Omega MAT Executive Student Council
5. Ratification – once amendments were made, the policy was shared with governors and ratified

5. Definition

The Primary Schools in Omega MAT will provide relationships education and those aspects of sex education that are covered in the National Curriculum for primary science. They will not teach sex education outside of the remit of the National Curriculum for primary science.

The Statutory National Curriculum for Science covers human reproduction, changes from birth to old age including puberty. (see Science Policy)

Statutory requirements

Pupils should be taught to:

- describe the changes as humans develop to old age.

Notes and guidance (non-statutory)

Pupils should draw a timeline to indicate stages in the growth and development of humans. They should learn about the changes experienced in puberty.

Pupils could work scientifically by researching the gestation periods of other animals and comparing them with humans; by finding out and recording the length and mass of a baby as it grows.

Statutory Relationships Education is the programme of work that forms part of the basic curriculum. It covers all types of relationships including online, peer to peer, family and carer relationships. It also covers respect for others and staying safe.

Sex Education is a programme of work that covers romantic relationships, personal, physical and mental health, preparation and responding to puberty, personal safety.

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 or sexual preference.

6. Curriculum

Our ambitious curriculum is sequenced from EYFS all the way through to Key Stage 5. To ensure our curriculum meets the needs of our students and our local need, we may need to adapt it as and when necessary. Major changes will be communicated with parents and carers.

We have developed the curriculum in consultation with parents, pupils and staff, 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.

Primary sex education beyond the Science curriculum is not compulsory in primary schools and the Primary schools in Omega MAT will only teach those aspects of sex education which are covered in the National Curriculum for primary science;

* Preparing boys and girls for the changes that adolescence brings (included in the primary Science curriculum)

7. 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).

Primary Schools:

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
- The changing adolescent body

Secondary schools:

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

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).

More information about our RSE curriculum is available. Each school will inform parents of the overall aims and contents of the curriculum to be taught prior to the start of the year group delivery.

All content is adapted to meet the needs of pupils with special educational needs or disabilities and where specific adaptations are needed, they are detailed in the overview.

8. Roles and responsibilities

8.1 The Governing Board

The Board of Trustees for Omega MAT will approve the RSE policy, and the Local Governing Board of each school will hold each headteacher to account for its implementation.

8.2 The Headteacher

The headteacher of each Omega MAT school is responsible for ensuring that RSE is taught consistently across the school, and for managing requests to withdraw pupils from non-statutory components of RSE (see section 9).

8.3 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 components of RSE

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

Each school has an identified member of staff who is responsible for the co-ordination of RSE / PSHE.

8.4 Pupils

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

8.5 Parents

Omega MAT recognises that parents and carers are the primary figures in helping their children to cope with the emotional and physical aspects of growing up and therefore have the responsibility in preparing them for challenges and responsibilities which sexual maturity brings; we aim to support parents in this responsibility.

Parents are therefore encouraged to support the schools Relationship and Sex Education programme and have access to this policy via the school website. The school plays its part in ensuring that parents are kept up to date in developments in RSE including the content and organisation of the Relationship and Sex Education programme.

Under the RSE and Health Education (RSHE) guidance 2020, RSHE education is statutory, meaning that in primary school, children cannot be withdrawn from any aspect of relationship or health education, as this is seen as vital to developing them as well-rounded human beings. This includes any topic which falls in both the RSHE Curriculum as well as the Science curriculum e.g. puberty, changes to human bodies as you age, the biological naming of body parts and reproduction. Children also cannot be withdrawn from any aspect of the RSHE which falls within other statutory National Curriculum subjects e.g. ESafety.

9. Parents' right to withdraw

Primary schools:

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. However, as previously stated, primary schools in Omega MAT will only be teaching statutory aspects of sex education as identified in the National Curriculum for primary science, so there will be no right to withdraw pupils.

Secondary schools:

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.

10. Training

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

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.

11. Monitoring arrangements

The delivery of RSE is monitored by each individual schools' RSE / PSHE Lead and SLT through:

Planning scrutiny, work scrutiny, learning walks, lesson observations and Student Voice activities.

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

This policy will be reviewed annually by Omega Multi-Academy Trust. At every review, the policy will be approved by the Trustees in consultation with the Executive Team and Headteachers. Any changes of policy will be communicated to all members of staff.

Appendix 1: 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"> • That families are important for children growing up because they can give love, security and stability • 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 • 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 • 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 • That marriage represents a formal and legally recognised commitment of two people to each other which is intended to be lifelong • How to recognise if family relationships are making them feel unhappy or unsafe, and how to seek help or advice from others if needed
Caring friendships	<ul style="list-style-type: none"> • How important friendships are in making us feel happy and secure, and how people choose and make friends • The characteristics of friendships, including mutual respect, truthfulness, trustworthiness, loyalty, kindness, generosity, trust, sharing interests and experiences and support with problems and difficulties • That healthy friendships are positive and welcoming towards others, and do not make others feel lonely or excluded • 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 • 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

TOPIC	PUPILS SHOULD KNOW
Respectful relationships	<ul style="list-style-type: none"> • 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 • Practical steps they can take in a range of different contexts to improve or support respectful relationships • The conventions of courtesy and manners • The importance of self-respect and how this links to their own happiness • 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 • 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 • What a stereotype is, and how stereotypes can be unfair, negative or destructive • The importance of permission-seeking and giving in relationships with friends, peers and adults
Online relationships	<ul style="list-style-type: none"> • That people sometimes behave differently online, including by pretending to be someone they are not • 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 • The rules and principles for keeping safe online, how to recognise risks, harmful content and contact, and how to report them • How to critically consider their online friendships and sources of information including awareness of the risks associated with people they have never met • How information and data is shared and used online

TOPIC	PUPILS SHOULD KNOW
Being safe	<ul style="list-style-type: none"> • What sorts of boundaries are appropriate in friendships with peers and others (including in a digital context) • 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 • That each person's body belongs to them, and the differences between appropriate and inappropriate or unsafe physical, and other, contact • How to respond safely and appropriately to adults they may encounter (in all contexts, including online) whom they do not know • How to recognise and report feelings of being unsafe or feeling bad about any adult • How to ask for advice or help for themselves or others, and to keep trying until they are heard • How to report concerns or abuse, and the vocabulary and confidence needed to do so • Where to get advice e.g. family, school and/or other sources
Changing Adolescent Body	<ul style="list-style-type: none"> • Key facts about puberty and the changing adolescent body, particularly from 9 through to age 11, including physical and emotional changes. • About menstrual wellbeing including the key facts about the menstrual cycle

Appendix 2: 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
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

TOPIC	PUPILS SHOULD KNOW
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
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)

TOPIC	PUPILS SHOULD KNOW
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 3: Parent form: right to withdraw 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	