



# ENDEAVOUR LEARNING TRUST

## Relationships and Sex Education Policy

<b>Version Number</b>	1.1
<b>Date policy last reviewed</b>	July 2022
<b>Policy Type</b>	Statutory
<b>Owner</b>	
<b>Approved By</b>	Trust Board
<b>Approval Date</b>	
<b>Next Review Date</b>	

# Review Date & Changes

Review Date	Summary Changes
June 2024	

Signed by

CEO

Date:

29/06/23

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Chair of Trustees

Date:

29/06/23

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# ELT Multi-Academy Trust

## Values

### *Truly Collaborative*

We are a proud family of schools bonded by our Trust vision, priorities and values. We work as one team in school, across our Trust and with our wider partners for the benefit of everyone in our Trust, our families and the communities we serve.

### *People centered*

We foster authentic, positive relationships which are based on the foundations of respect, listening, kindness, support and constructive challenge. We are approachable, open and honest.

### *Inclusive*

Equity of opportunity is central to our practice, and we will invest time, training and resources so that everyone is included and has the best chance to be their very best.

### *Unique*

We are firmly committed to recognising, celebrating and investing in the individuality of all our children and young people, each staff member across the Trust and the distinct ethos and identity of each of our schools.

### *Aspirational*

We believe in the promise of each individual across the Trust and will ensure we inspire, support and challenge in proportionate measure, so that we all thrive and are able to achieve our own individual best potential.

# Rationale

Encompassed within our vision, is the need for children to be exposed to a range of topics and experiences which broadens their understanding and equips them with the skills they need to be confident, resilient, life-long learners

We consider that RSE is an integral part of the PSHE curriculum and is linked to core aspects of our curriculum including science, RE, diversity and healthy living

Within PSHE and RSE we aim to offer our pupils a carefully planned programme on human development, relationships, sexuality and family life within a safe, comfortable atmosphere.

We believe that RSE should contribute to promoting the spiritual, moral, cultural, mental and physical development of pupils at schools and in the wider society. It should prepare pupils for the opportunities, responsibilities and experience of adult life.

Our policy puts in place the key building blocks of healthy, respectful relationships, focusing on family and friendships, in all contexts, including online. Teaching about mental wellbeing is central to this, especially as children's happiness is a priority. We acknowledge that young people are increasingly experiencing challenges. We believe that RSE will give children the knowledge and capability to take care of themselves and receive support if problems arise.

We will create a positive culture around issues of sexuality and relationships. Effective relationship and sex education is essential if young people are to make responsible and well-informed decisions about their lives. Our teaching is intended to help pupils learn about relationships, emotions, sexuality and sexual health.

We will teach pupils the correct vocabulary to describe themselves and their bodies

We will prepare children for healthy relationships in an online world

We will teach children to understand how to stay safe, know the importance of boundaries, how to report abuse or feeling unsafe.

## 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 Endeavour Learning 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 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, Endeavour Learning 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 & Rationale

The aims of Relationships and Sex Education (RSE) within Endeavour Learning Trust are

- 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 Endeavour Learning 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 Endeavour Learning 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 Endeavour Learning Trust 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 / Trustee consultation – all staff within Endeavour Learning Trust 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 an Information Evening about the policy
4. Pupil consultation – we investigated what exactly pupils want from their RSE policy through individual schools' student voice process
5. Ratification – once amendments were made, the policy was shared with schools

### 5. Definition

The Primary Schools in Endeavour Learning Trust 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: online, peer to peer, family, carer and romantic. 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, personal safety, 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 the needs of our locality, 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 way so pupils are fully informed and therefore don't seek answers online.

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

\* Preparing children 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 stigma 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 Endeavour Learning Trust will approve the RSE policy and will hold each school to account for its implementation.

### **8.2 The Headteacher**

The headteacher of each Endeavour Learning Trust 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**

Endeavour Learning Trust 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.

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 Endeavour Learning TRUST 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 Endeavour Learning 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"> <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>

TOPIC	PUPILS SHOULD KNOW
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> <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>

TOPIC	PUPILS SHOULD KNOW
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>
Changing Adolescent Body	<ul style="list-style-type: none"> <li>• Key facts about puberty and the changing adolescent body, particularly from 9 through to age 11, including physical and emotional changes.</li> <li>• About menstrual wellbeing including the key facts about the menstrual cycle</li> </ul>

Appendix 2: By the end of secondary school 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> <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>

TOPIC	PUPILS SHOULD KNOW
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>

TOPIC	PUPILS SHOULD KNOW
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 pressurising 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> <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>



### 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	