

Relationships and Sex Education Policy

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Author	Director of Education	Date:	08/09/2025
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Joint Negotiating Council (JNC) consultation (where applicable)	N/A		N/A
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1. Statement of Intent

Respect Collaboration Trust (the Trust) is committed to providing high-quality, inclusive Relationships and Sex Education (RSE) and Health Education that prepares pupils for life in modern Britain. This policy outlines the Trust-wide principles and statutory responsibilities for delivering RSE and Health Education across all schools within the Trust.

Each school is responsible for developing a context-specific RSE Protocol that reflects its community, ethos, and pupil needs.

2. Legal Framework

This policy is informed by:

- **Children and Social Work Act 2017** (Section 34)
- **Education Act 1996** (Section 403)
- **Education Act 2002** (Section 80A)
- **Equality Act 2010**
- **Statutory Guidance: Relationships Education, Relationships and Sex Education (RSE) and Health Education** (DfE, 2019, updated 2021)

3. Roles and Responsibilities

All staff involved in RSE delivery must:

- Teach sensitively and inclusively
- Model positive attitudes and behaviours
- Monitor pupil understanding and engagement
- Undertake relevant CPD and follow school safeguarding policies.

4. Aims

- Equip pupils with the knowledge and skills to form healthy, respectful relationships.
- Promote physical and mental wellbeing.
- Ensure pupils understand the emotional, social, and legal aspects of relationships and sex.
- Fulfil statutory duties under the Children and Social Work Act 2017, Education Act 1996, and Equality Act 2010.

5. Key Principles Across the Trust

5.1 Inclusivity and Respect

- RSE must be age-appropriate, inclusive, and sensitive to the backgrounds and beliefs of pupils and families.
- Teaching must reflect diversity in family structures, gender identity, and sexual orientation.

5.2 Curriculum Content

5.2.1 Primary (Relationships Education and Health Education)

All primary pupils must be taught Relationships Education and Health Education. Sex education in primary schools remains non-statutory, but schools may choose to teach it in an age-appropriate way.

The curriculum must include:

- Families and people who care for me
- Caring friendships
- Respectful relationships
- Online relationships and online safety
- Being safe (including recognising and reporting abuse)
- Physical health and mental wellbeing
- Puberty (including correct terminology for body parts and menstruation, introduced before pupils are likely to experience it, typically from Year 4)
- Personal safety, including first aid, rail and water safety, and managing peer influence and pressure.

Teaching must reflect diversity in family structures, gender identity, and sexual orientation.

Schools must ensure greater transparency with parents/carers about curriculum content and resources and provide clear procedures for parental access to materials.

5.2.2 Secondary (Relationships and Sex Education and Health Education)

All secondary pupils must be taught Relationships and Sex Education (RSE) and Health Education.

The curriculum must include:

- Families and relationships (including marriage and civil partnerships)
- Respectful relationships, including friendships and consent
- Online and media safety (including image-sharing, online pressure, privacy, and critical thinking about online wellbeing)
- Being safe (including sexual harassment, sexual violence, and exploitation)
- Intimate and sexual relationships, including sexual health, contraception, and sexually transmitted infections (STIs)
- Physical and mental wellbeing (including mental health, healthy lifestyles, and substance misuse)
- The law as it relates to relationships, sex, and health.

Teaching must be inclusive and sensitive to the needs of all pupils, including those with SEND and from diverse backgrounds.

5.2.3 Post-16 (Sixth Form and Further Education)

While RSE is not statutory in sixth form colleges, 16–19 academies, or FE colleges, the DfE encourages these settings to offer RSE and Health Education to support students' transition to adulthood.

Where provided, content should build on prior learning and address topics relevant to older students, such as healthy relationships, consent, sexual health, and personal safety.

5.3 Safeguarding and Confidentiality

- RSE must be delivered in a way that safeguards pupils.
- Staff must follow safeguarding procedures and respond appropriately to disclosures.

5.4 Engagement and Communication

- Schools must consult with parents/carers and provide clear information about the RSE curriculum.
- Pupils should be encouraged to ask questions in a safe, respectful environment.

6. Right to Withdraw

Parents have the right to withdraw their child from non-statutory sex education up to three terms before the child turns 16.

- Requests must be made in writing to the Headteacher.
- Schools will provide alternative learning for withdrawn pupils.

7. School-Level Protocols

Each school must develop a **RSE Protocol** that:

- Aligns with this Trust-wide policy
- Details curriculum content, delivery methods, and safeguarding procedures
- Outlines procedures for withdrawal
- Is shared with staff, pupils, and parents/carers
- Is reviewed annually.

8. Monitoring and Evaluation

The Trust will:

- Review and support school-level protocols and delivery
- Provide CPD and support to ensure high-quality provision.

9. Review

This policy will be reviewed annually or in response to changes in legislation or guidance.

10. References

[Relationships and sex education \(RSE\) and health education](#)

11. GDPR

Data will be processed to be in line with our requirements and protections set out in the UK General Data Protection Regulation, Data Protection Act as amended by the Data (Use and Access) Act 2025.