

Relationship, Sex and Health Education Policy (RSHE)



Context/Rationale

SWP Training believes that RSHE is an essential part of the curriculum. We aim to give students the knowledge and understanding to make informed decisions about their health, well-being and relationships. (Here at SWP Training, we refer to RSHE as the 'Wider Curriculum.')

An effective RSHE curriculum teaches students to understand:

- Healthy Relationships
- The Law Around Sexual Relationships
- Human Sexuality
- How to respect themselves and others

We want to emphasise that effective RSHE does not encourage early sexual experimentation but enables students to develop safe, fulfilling and healthy sexual relationships at the appropriate time.

SWP Training's RSHE curriculum is inclusive and meets the needs of all our students, including those with special educational needs and disabilities (SEND). Furthermore, it fosters equality by promoting the "Protected Characteristics" outlined in the Equality Act 2010.

Curriculum

Our RSHE programme is embedded within our Wider Curriculum educational provision, and SWP Training wants all students to:

- Recognise and value the different types of relationships, including friendships and intimate relationships.
- Understand how to develop and maintain healthy relationships.
- Identify when a relationship is unhealthy and know where to turn for help and advice.
- Avoid being exploited by others both in the online and offline world.
- Develop the confidence to value themselves and others and appreciate the importance of respect and a sense of self-worth.
- Appreciate the different types of human sexuality.
- Understand that intimate relationships should always be entered into with mutual consent.
- Know what the law says about intimate relationships and know the arguments for delaying sexual activity.
- Have the knowledge and skills to practice safe sex during intimate acts to prevent sexually transmitted infections and unwanted pregnancies.

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Students of all ages and abilities will be supported and encouraged to reflect on their own learning. Identifying topics will be assessed at the start and end. This will help to identify existing knowledge and assess students' progress.

We recognise that some parents, carers, and referrers may wish to view the resources and materials used in RSHE sessions. The work done with our students is available for people to see. There are also examples of resources on our website, and we welcome any reasonable request to view lesson resources and materials in advance. (Please get in touch with the Headteacher at office@SWP-Training.com)

Roles and Responsibilities

Staff will receive RSHE training as part of the provision's ongoing Continuing Professional Development through a combination of:

- Staff Meetings
- Staff INSET Days
- Online Training Sessions
- External Courses

The RSHE provision will be monitored and reviewed annually to meet the changing needs of both the students and our local community.

Legislation

The Department for Education (DfE) statutory guidance states that starting September 2020, all secondary schools must deliver Relationships and Sex Education. (Following the decision to close schools for the majority of students in March 2020, the DfE issued the following: ***From September 2020 to the end of Spring Term 2021 - Following an assessment of preparedness, schools should commence teaching as soon as practicably possible or use the time to prepare the new curriculum. This includes engaging parents on their policy and planning their curriculum provision. By the start of the Summer Term 2021 – All schools should have begun teaching the subjects.*** The DfE encourage schools to adopt a phased approach and consider prioritising mental health and wellbeing as students return to school.)

The following legislation supports the RSHE Policy:

- Education Act (1996)
- Learning and Skills Act (2000)
- Education & Inspections Act (2006)
- Equality Act (2010)

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- Supplementary Guidance SRE for the 21st Century (2014)
- Keeping Children Safe in Education (2020 & Annual Updates)
- Children and Social Work Act (2017)

Confidentiality and Safeguarding

At SWP Training, the RSHE sessions will be delivered in an age-appropriate way. The students will be encouraged to ask questions, discuss, and debate in a nonjudgmental environment. Ground rules will be established, and students will be reminded not to publicly discuss either their own personal experiences or the experiences of others. (Time will be made after sessions should students want to discuss things in private. Appropriate support will be signposted during the sessions.)

In line with the Provision's Child Protection Policy, students will be informed how the provision will treat any information they disclose, including who will have access to it. All staff members are duty-bound to pass on anything of concern to the Designated Safeguarding Lead, Designated Safeguarding Officer and Appropriate Authorities. This will be made clear to students.

Key Questions when planning the RSHE programme

SWP Training staff sought advice from various local groups, including the Nottinghamshire County Council's *Tackling Emerging Threats* team.

How does SWP Training ensure that RSHE is fully integrated into the Wider Curriculum programme and is linked to other Curriculum Subjects?

SWP Training's commitment to delivering high-quality RSHE means that it is embedded across the Curriculum. It is delivered in an age—and stage-appropriate way in a range of subjects and in bespoke pastoral sessions.

How does SWP Training teach about Healthy Relationships, Consent, Sexual Exploitation and Abuse?

Students will participate in age—and stage-appropriate interactive workshops and sessions where they will be taught about Healthy and unhealthy relationships. They will also be taught about Consent, including what the law says. The risks of child sexual exploitation and Abuse and, just as importantly, where to turn for help will also be delivered in similar forums throughout the academic year.

How does SWP Training help address Abuse in relationships?

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The concept of violence, including so-called 'Honour-Based Abuse,' will be delivered in discussion-based sessions. The sessions emphasise the importance of respect, empathy, tolerance, and understanding. They also state the law and where people can seek help and advice.

How does SWP Training teach about Sexting?

In ICT lessons and tutor-based sessions, students will be encouraged to operate safely in both the online and offline world. SWP Training feels that it is important to teach the issues of safety, privacy, data protection, digital footprint, peer pressure, and personal responsibility. Students will learn that it is illegal to produce, possess, or distribute indecent images and videos of people under the age of 18—even if they are of themselves.

How does SWP Training make Relationships and Sex Education inclusive and accessible to all?

Schools have a clear duty under the Equality Act 2010 to ensure that teaching is accessible to all students. Issues of gender and sexuality will be discussed and explored as part of everyday lessons/sessions and not as a stand-alone topic during Pride Month. SWP Training recognises and respects the 'Protected Characteristics' outlined in the Equality Act 2010 and will endeavour to make the lessons/sessions/discussions/workshops age-appropriate and accessible to all students, whatever their academic ability or SEND status.

(The Wider Curriculum Coordinator and Subject Teachers will liaise with the SENDCo to ensure that resources have been differentiated appropriately.) Staff and carefully selected External Guest Speakers will be encouraged to use inclusive language.

Parental Right to Withdraw

SWP Training is committed to ensuring that the education provided to its students is age—and stage-appropriate and respectful of those of different faiths and cultural backgrounds.

From September 2020, Parents/Carers will be unable to withdraw their child from any aspect of Relationship or Health Education. Parents/Carers will retain the right to withdraw their child from Sex Education sessions (apart from Sex Education Lessons delivered in Science) following a discussion with the Headteacher. This right remains in place until three terms before a student's 16th Birthday, after which students can make their own decisions. If the Headteacher agrees that a student will be removed from a Sex Education

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session, SWP Training will ensure that they receive alternative, appropriate and purposeful work during the withdrawal period.

SWP Training intends to contact parents/carers the week before delivering any planned Sex Education Lessons to the students. This is to give parents/carers the chance to raise points and ask questions. However, please note that as this is a place of learning, from time to time, students may ask staff questions about topics that were not scheduled to be discussed. If staff feel it is appropriate, we will answer such questions age- and stage-appropriately. (Please get in touch with the Headteacher to discuss this issue further.)

Monitoring, Evaluation & Review

To ensure that the RSHE programme is meeting the needs of the students and complies with the guidelines, the following strategies will be used to quality assure it:

- Self-evaluation before and after critical topics
- Staff/Student Voice
- Recorded Observations during 'Learning Walks'