



Our mission - ‘To create and sustain an inclusive and outstanding learning community for all, rooted in the teachings of Jesus Christ, in which all will aspire to excellence in learning, teaching and care for one another, so all will achieve and grow as unique individuals made in the image of God’.

Our Core Values;

Faith, Aspiration & Unity

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic and Church of England Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

Relationships & Sex Education Policy

RSE Policy - Document Status			
Date of review completion	May 2020	Named Responsibility	Assistant Headteacher
Inception of new Policy	July 2020	Named Responsibility	Christian Character, Curriculum & Standards Committee
Date of Policy Adoption by Governing Body	July 2020	Review Date	July 2021
Policy Basis	Diocese guidelines		

1. Aims

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

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

RSE is immersed in the Gospel values and mission statement of the school.

" ... Children and young people should be helped to develop harmoniously their physical, moral and intellectual qualities.... they should receive a positive and prudent education in matters of sex ... and young people have the right to be stimulated to make sound moral judgments based on a well-informed conscience and to put them into practice with a sense of personal commitment ..." (Second Vatican Council, Gravissimum Educationis, 1965, GE3)

RSE is part of the mission of Catholic schools to educate the whole person. It should be carried out as part of the holistic education which seeks to form as well as inform young people in preparation for adult life. (Catholic Education Service 2020)

2. Statutory Guidance

In teaching RSE, we have incorporated guidance from the following documents:

Education Act 1996. – section 403
Keeping Children Safe in Education 2019
Equality Act 2010 and schools
Relationships Education, Relationships & Sex Education (RSE) and Health Education [DfE]
Children and Social work act 2017
Relationships and Sex Education in Catholic School Quality Standard [CES]
Changes to the teaching of RSE and PSHE: Church of England response (2018)
Valuing all God's Children (2017)

The law requires that maintained secondary schools teach sex education, sexual orientation and gender identity, human growth and reproduction, including education about sexual health: HIV and AIDS and other sexually transmitted infections. Additionally, teaching should cover acceptable and unacceptable behaviour in relationships and where to find support if required. Teaching should include reference to physical health and mental wellbeing to give pupils the information that they need to make good decisions about their own health and well-being.

Schools are also required to teach the physical and emotional damage caused by female genital mutilation (FGM) and criminal implications of this. Internet safety should also be addressed and schools are required to teach pupils the rules and principles for keeping

safe online. This will include how to recognise risks, harmful content and contact and how and to whom to report issues.

3. Policy Development

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

- i) Review group pulled – a member of staff or working together all relevant information including relevant national and local guidance
- ii) Staff consultation opportunity to recommendations – all school staff were given the look at the policy and make
- iii) Parent/stakeholder consultation were given the – parents and any interested parties opportunity to look at the policy and make recommendations
- iv) Pupil consultation at the – pupils were given the opportunity to look policy and make recommendations
- v) Ratification was – once amendments were made, the policy shared with governors and ratified

4. Definitions

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.

5. Curriculum

We will provide all of our students with a programme of RSE in accordance with our responsibilities as an Ecumenical School and statutory requirements, via the academy web site. We will ensure that pupils are offered a balanced programme by providing an RSE programme that offers a range of viewpoints on issues

The programme will rest upon the precepts of the Roman Catholic and Church of England's teachings on sex and relationships. Pupils will be taught the sexual "facts of life" within the framework of moral responsibility provided by marriage. They will be educated in

health and hygiene matters that pertain to sexual matters and of the dangers associated with promiscuous behaviour, including sexually transmitted diseases.

Holy Trinity Academy is distinguished by the quality of care extended to all within its school community. In order to extend this care beyond the academy, pupils will be taught the value of stable family life, of respect for the individual and the dignity of human life. The objective of RSE at Holy Trinity Academy is to help young people to develop the capacity for arriving at moral decisions which are based on sound principles of church teachings.

Our curriculum is set out as per Appendix 1, 2 and 3 but we may need to adapt it as and when necessary.

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.

For more information about our curriculum, see our curriculum maps in the appendices

6. Delivery of RSE:

RSE is taught within the personal, social, health and economic (PSHE) education curriculum. PSHE has 2% of the curriculum timetable.

Biological aspects of RSE are taught within the science curriculum (Appendix 2), and other aspects are included in Religious Education (Appendix 3).

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

See Appendix 1 for an overview of PSHE topics.

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).

7. Roles & Responsibilities:

7.1 The Governing Board The Governing Body of Holy Trinity Academy is responsible for ensuring that there is a Relationships and Sex Education policy, in consultation with parents and teachers, which is

in keeping with Roman Catholic and Church of England teaching. They will ensure that the policy is available to parents and that parents know of their right to withdraw their children. The Governing Board will approve the RSE policy, and hold the Headteacher to account for its implementation

7.2 The Headteacher

The Headteacher is responsible for ensuring that RSE is taught consistently across the school and that adequate curriculum time has been allocated for its delivery

7.3 Heads of Subject

The Head of PSHE, Head of Science and Head of Religious Education are responsible for ensuring that the requirements of RSE are delivered in their respective curriculum areas.

7.4 Teaching Staff

All staff have a responsibility of care to children and young people. As well as fostering academic progress they should contribute to the guardianship and guidance of the physical, moral and spiritual wellbeing of their pupils. Teachers will be expected to teach RSE in accordance with the Roman Catholic and Church of England ethos of the school, and all teachers involved in the delivery of RSE at any level should ensure that they are familiar with these Christian teachings in relation to relationships and sex. Appropriate training will be made available for all staff teaching RSE. Teachers also have a duty to bring to the attention of the nominated person Safeguarding, any child protection issues (see Safeguarding Policy for specific guidance).

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 who have concerns about teaching RSE are encouraged to discuss this with the Headteacher.

7.5 Pupils

Pupils should be willing to listen to the teachings of the Roman Catholic Church and the Church of England and become aware of a variety of other views regarding moral issues related to RSE. They will be expected to have concern for, and accept responsibility for their knowledge and

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

7.6 Other Stakeholders

The school will make appropriate use of external agencies such as theatre groups, counselling organisations, health professionals, and local community figures. All staff from external agencies will be asked to adhere to the teaching of the Roman Catholic Church and the Church of England, in line with protocols for visitors to Christian ecumenical schools.

Health professionals should follow the school's policies, minimising the potential for disclosures or inappropriate comments using negotiated ground rules and distancing techniques as other teachers would. They will ensure that all teaching is rooted in Catholic and Church of England principles and practice.

8. Parents' Right To Withdraw:

Parents do not have the right to withdraw their children from the statutory components of the RSE programme / curriculum.

Parents do have the right to withdraw their children from the non-statutory 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.

The Head of PSHE will write to the parents / carers of all pupils due to receive the non-statutory components of sex education within RSE and provide a return form for those parents / carers who wish to withdraw their children from this element of the curriculum.

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.

The Headteacher will notify the Head of PSHE of this decision who in turn will notify the classroom teacher. Alternative and appropriate work will be provided by the classroom teacher and given to pupils who are withdrawn from sex education.

9. Training

Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development calendar. All teachers of RSE are provided with appropriate resources and guidance on delivery.

The Headteacher and Head of PSHE 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.

10. Monitoring Arrangements

The delivery of RSE is monitored by the SLT through the QA process.

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

This policy will be reviewed by the SLT annually. At every review, the policy will be approved by the Governing board and the Headteacher.