

Trust-Education Ltd

Relationships, Sex, and Health Education (RSHE) Policy

Introduction

This policy outlines Trust-Education Ltd's approach to delivering Relationships, Sex, and Health Education (RSHE) in accordance with the latest statutory guidance, *Keeping Children Safe in Education (KCSiE) 2025/26*, the Department for Education's statutory RSHE requirements, and relevant safeguarding legislation.

Our RSHE curriculum is:

- Inclusive – recognising and respecting diversity in sexual orientation, gender identity, culture, religion, and family background.
- Age-appropriate – designed to meet the developmental needs of pupils at different stages.
- Evidence-informed – based on current best practice, with input from safeguarding and health professionals.
- Sensitive and supportive – fostering safe environments for discussion and pupil wellbeing.

The aim of RSHE at Trust-Education Ltd is to:

- Provide all students with a balanced, factual, and inclusive curriculum.
- Foster respect, understanding, and equality for all pupils.
- Ensure students receive accurate, relevant information about relationships, sexual health, mental health, and wellbeing that reflects the lived experiences of a diverse society.
- Equip pupils with the skills to stay safe, challenge harmful attitudes, and seek help when needed.

Equal Coverage of Relationships

- RSHE provides equal opportunity for pupils to explore the features of healthy same-sex and opposite-sex relationships.
- Content is fully integrated within the curriculum, not delivered separately.
- Teaching is delivered in a respectful, inclusive, and non-judgmental manner.

Inclusive Sexual Health Education

- Pupils are taught facts about contraception, sexually transmitted infections (STIs), and prevention methods.
- Lessons use inclusive language and represent a range of sexual orientations and gender identities.

Support for Gender-Questioning Pupils

- RSHE respects and supports pupils questioning their gender identity, acknowledging this as a developmental process.
- The curriculum provides safe opportunities to discuss identity, diversity, and inclusion without promoting transition.
- Staff receive training to support gender-questioning pupils in line with DfE guidance and safeguarding responsibilities.

Staff Training and Delivery

- Staff delivering RSHE receive regular training on inclusive, factual, and sensitive delivery.
- Materials are reviewed regularly to ensure compliance with statutory guidance.

Parental and Carer Engagement

- Parents/carers are informed of the RSHE curriculum and invited to view materials and provide feedback.
- Trust-Education Ltd values partnership with families and provides clear communication about RSHE topics.

Teaching the Facts and the Law

Pupils will learn about:

- Biological sex and its differences.
- Gender reassignment as a protected characteristic under the Equality Act 2010.
- Legal rights of individuals with the protected characteristic of gender reassignment, and how these may differ from rights based on biological sex.

Equality and Respect

Pupils will be taught to:

- Recognise that discrimination is unlawful and unacceptable.

- Show respect and dignity to all, regardless of sex, gender identity, or orientation.
- Understand protections under the Equality Act 2010.

Teaching with Balance and Neutrality

- Teachers will present facts and the law without promoting ideology.
- Pupils will not be taught as fact ; that all people have a gender identity.
- Lessons encourage critical thinking, tolerance, and respectful discussion.

Safeguarding and Pastoral Support

- RSHE is delivered in line with safeguarding policies.
- Pupils experiencing gender-related distress, sexual harassment, or wellbeing concerns are supported sensitively.
- Disclosures are managed according to KCSiE safeguarding procedures.

Misogyny, Sexual Harassment, and Violence

The curriculum explicitly addresses:

- Harmful gender stereotypes and power imbalances.
- Sexual harassment, coercion, and abuse (online and offline).
- Digital abuse, image-based offences, and consent.
- Strategies for bystander intervention and allyship.

Pornography and Harmful Online Cultures

Pupils will learn that:

- Pornography does not reflect real-life relationships.
- Online content can be harmful, manipulative, or misogynistic (e.g. incel subcultures).
- Critical thinking is essential to resist harmful narratives.

Mental Health, Suicide Prevention, and Self-Harm

- Pupils are taught to recognise signs of emotional distress and how to seek help.
- Suicide prevention is delivered when pupils are developmentally ready.
- Content on self-harm and eating disorders is non-triggering and age-appropriate.

SEND and Accessibility

- RSHE is adapted with accessible language, visuals, and repetition for pupils with SEND.
- Pupils receive explicit teaching on consent, boundaries, and online safety at their developmental level.
- Content is delivered in a trauma-informed way.

Guest Speakers and External Visitors

Trust-Education Ltd recognises the value of inviting external experts (e.g. health professionals, safeguarding officers, charities, and trained facilitators) to support RSHE delivery. To ensure compliance and safeguarding:

- All guest speakers will be approved in advance by school leaders.
- Content will be aligned with the RSHE curriculum, statutory guidance, and school values.
- Guest speakers will be supervised at all times by school staff.
- External content will be reviewed beforehand to ensure it is age-appropriate, factual, and inclusive.
- Safeguarding procedures outlined in KCSiE 2025/26 apply to all external visitors.
- Pupils and staff will be encouraged to engage critically with external perspectives, ensuring a balanced and neutral approach.

Whole-School Approach

RSHE works alongside safeguarding, behaviour, and equality policies to:

- Prevent and challenge misogyny, sexism, homophobia, and transphobia.
- Promote zero tolerance for harassment or abuse.
- Build a culture of respect, safety, and wellbeing.

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