

Trust-Education Group Ltd

Relationships, Sex and Health Education Policy

Introduction

Trust-Education Group Ltd is committed to delivering a high-quality, inclusive and safeguarding-led Relationships, Sex and Health Education (RSHE) curriculum. RSHE is a statutory requirement and an essential element of preparing pupils for life in modern Britain. It enables young people to develop safe, healthy and respectful relationships, understand the law, recognise risks, and make informed choices throughout their lives. The curriculum is age-appropriate, evidence-informed and sensitive to the diverse backgrounds, identities and lived experiences of pupils. It acknowledges variations in sexual orientation, gender identity, faith, culture and family structure and is delivered factually, neutrally and without judgement in a safe, supportive learning environment.

RSHE plays a crucial role in supporting pupils to understand themselves, navigate complex social and digital environments, and build resilience. It promotes emotional literacy, responsible decision-making, awareness of personal boundaries and confidence in seeking help when needed. Trust-Education Group Ltd is committed to providing RSHE in a way that protects all learners, promotes inclusion and strengthens the organisation's wider safeguarding practice.

Following the legislative changes introduced in the Children and Social Work Act 2017, Relationships Education became compulsory for all primary pupils, Relationships and Sex Education (RSE) became compulsory for all secondary pupils, and Health Education became compulsory for all state-funded schools from September 2020. Independent schools remain required to provide Personal, Social, Health and Economic (PSHE) Education as part of a broad and balanced curriculum. The statutory expectations for delivering the full relationships, sex and health education curriculum were fully implemented in September 2021, ensuring a consistent entitlement for all learners nationwide. These requirements are central to safeguarding and equality duties, ensuring all pupils receive accurate, age-appropriate information that promotes wellbeing, personal safety and lifelong development.

RSHE contributes directly to Ofsted's inspection framework, particularly within the Quality of Education, Behaviour and Attitudes, Personal Development, and Leadership and Management judgement areas. Inspectors evaluate the coherence

and sequencing of the curriculum, how effectively it promotes safeguarding, the extent to which it is inclusive, and how well staff are trained and supported to deliver it. They also consider the extent to which pupils can recognise unhealthy or unsafe situations, manage risk, and navigate relationships and digital environments safely.

Trust-Education Group Ltd is committed to meeting and exceeding all statutory requirements and Ofsted expectations, ensuring that RSHE is delivered to the highest standard and consistently promotes the safety, wellbeing and personal development of every learner.

Policy Aims and Objectives

The RSHE curriculum at Trust-Education Group Ltd aims to:

Support Healthy Relationships and Emotional Wellbeing

- Enable pupils to recognise the characteristics of healthy, nurturing relationships in all forms.
- Teach communication, empathy, respect, conflict resolution and boundary-setting.
- Promote emotional literacy, self-awareness and mental wellbeing.
- Ensure pupils understand the impact of healthy relationships on long-term wellbeing.

Promote Safety, Consent and Legal Awareness

- Teach the meaning of consent, including capacity, freedom and reversibility.
- Ensure pupils know the laws relating to sexual behaviour, exploitation, harassment, FGM, grooming, coercive control and image-sharing.
- Equip pupils with strategies to keep themselves safe and seek help when needed.
- Help pupils identify unhealthy and unsafe situations in both physical and online environments.

Provide Accurate, Age-Appropriate Sexual Health Education

- Teach human reproduction, puberty, fertility, pregnancy, miscarriage and menopause.
- Provide factual information about contraception, STIs, testing, treatment and local services.
- Support pupils in making informed decisions and understanding the importance of delaying sexual activity.
- Ensure sexual health content is medically accurate and free from ideology.

Promote Inclusion, Equality and Respect

- Ensure all pupils feel represented and respected.
- Recognise and respect diverse family structures, sexual orientations and gender identities.
- Teach the importance of equality, protected characteristics and respectful coexistence.
- Challenge stigma, prejudice, stereotypes and harmful cultural norms.

Work in Partnership with Parents and Carers

- Communicate clearly about curriculum content and rights to withdrawal.
- Provide opportunities for parents to view materials and ask questions.
- Promote shared commitment to pupil safety and wellbeing.

RSHE does **not** encourage early sexual activity. It empowers pupils to understand themselves, develop confidence and make informed life choices.

Legal and Statutory Framework

Delivery of RSHE at Trust-Education Group Ltd is shaped by:

- Statutory Department for Education RSHE Guidance (2020, updated 2021)
- Children and Social Work Act 2017
- Education Act 1996 and 2002
- Children Acts 1989 and 2004
- Keeping Children Safe in Education (2025/26)
- Working Together to Safeguard Children
- Equality Act 2010
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act
- Prevent Duty Guidance

The organisation ensures all teaching is compliant, accurate, up-to-date and aligned with statutory safeguarding expectations.

Scope of the Policy

This policy applies to:

- All pupils enrolled at Trust-Education Group Ltd
- All staff involved in planning, teaching or supporting RSHE
- Parents and carers engaged with the programme
- Approved external professionals delivering specialist content

RSHE is delivered through PSHE lessons, curriculum sessions, targeted workshops, pastoral interventions, online safety programmes, enrichment activities and supervised external contributions.

Parents retain the right to withdraw their child from non-statutory aspects of sex education. Trust-Education Group Ltd provides clear guidance and respectful dialogue to support informed decision-making.

Key Terms and Definitions

RSHE:

A curriculum designed to promote healthy relationships, sexual health knowledge, personal development and safety.

Consent:

Freely given, informed, specific and reversible agreement.

Healthy Relationship:

A relationship characterised by mutual respect, trust, equality, communication and clear boundaries.

Coercive Control:

Patterns of behaviour used to dominate, manipulate or restrict another person.

Grooming:

Manipulation used to build trust with the intention of exploitation or abuse.

Youth-Produced Sexual Imagery (“sexting”):

Indecent images created and/or shared by individuals under 18. It is illegal to create, possess or share such images.

Roles and Responsibilities

RSHE Lead

The RSHE Lead, **Melissa Wainman**, is responsible for:

- Curriculum design, sequencing and review
- Staff training and professional development
- Resource oversight and quality assurance
- Ensuring compliance with statutory guidance
- Liaison with safeguarding leadership
- Approving external visitors and monitoring delivery
- Coordinating parental engagement and withdrawal processes

Teaching Staff

Teachers must:

- Deliver RSHE inclusively, sensitively and without bias

- Foster safe environments for discussion
- Uphold safeguarding responsibilities, including responding to disclosures
- Adapt content and methods for SEND pupils
- Maintain professional boundaries and neutrality
- Use trauma-informed approaches

Parents and Carers

Parents are encouraged to:

- Engage with curriculum information
- Attend parent information events
- Communicate concerns or queries
- Support their child's wellbeing and development

External Visitors

External contributors must:

- Be vetted and approved in advance
- Provide materials for review
- Deliver factual, age-appropriate content
- Be supervised at all times
- Comply with safeguarding expectations

Equal Coverage of Relationships

Trust-Education Group Ltd ensures that teaching about relationships is inclusive and reflects a wide range of lived experiences. Pupils learn about same-sex and opposite-sex relationships, diverse family structures and cultural contexts. All teaching emphasises that healthy relationships are built on respect, trust, communication, equality and consent.

Inclusive Sexual Health Education

Sexual health content is factual, medically accurate and delivered without stigma or judgement.

RSHE provides all pupils with:

- Accurate, scientific information about sexual and reproductive health
- Knowledge of contraception options, efficacy and access
- Understanding of fertility, infertility, miscarriage and menopause
- Facts about STIs, including HIV, testing and treatment

- Information about pregnancy choices (keeping the baby, adoption, abortion) presented impartially
- Strategies for delaying sexual activity, managing pressure maintaining boundaries and communicating clearly.
- Awareness of confidentiality, rights and local sexual health services

Support for Gender-Questioning Pupils

Trust-Education Group Ltd recognises that identity exploration is part of adolescent development. Teaching remains neutral, non-directive and free from ideological positioning. Staff respond with empathy, ensure discussions are respectful and age-appropriate, and follow safeguarding procedures where appropriate. The curriculum does not promote social or medical transition but focuses on wellbeing, emotional literacy and signposting supportive services.

Teaching the Facts and the Law

RSHE includes explicit teaching about:

- Age of consent and sexual capacity
- Definitions of rape, assault and harassment
- Domestic abuse, coercive control and honour-based violence
- Child-on-child abuse
- Grooming, exploitation and county lines
- FGM and its legal status
- Online sexual offences, including image-based abuse
- Equality Act 2010 and protected characteristics
- Reproductive rights and abortion law

Facts, legal frameworks and opinions are clearly distinguished.

Safeguarding, Pastoral Care and Trauma-Informed Practice

RSHE is delivered in accordance with safeguarding duties. Staff are trained to recognise and respond to:

- Signs of abuse, exploitation or coercion
- Disclosures relating to sexual violence, harassment or online harm
- Mental or emotional distress
- Trauma responses linked to sensitive lesson content

Trauma-informed RSHE includes:

- Avoiding graphic imagery
- Preparing pupils for sensitive topics
- Offering supportive withdrawal options if needed

- Using distancing techniques (case studies, scenarios)
- Providing follow-up pastoral support

RSHE reinforces help-seeking behaviours and signposts trusted adults and external services.

Addressing Misogyny, Sexual Harassment and Harmful Cultures

The curriculum actively challenges misogyny, sexism, harmful stereotypes, peer pressure, coercive behaviour and online cultures that normalise sexual harassment or abuse.

The curriculum challenges:

- Misogyny, sexism and harmful gender stereotypes
- Peer cultures involving coercion, harassment or objectification
- Online communities promoting harmful or extremist ideologies
- Unrealistic portrayals of sex and relationships, including pornography

Pupils learn:

- Bystander intervention strategies
- How to safely challenge harmful behaviour
- How to report concerns
- How digital content influences attitudes and behaviour

Online and Digital Safety

RSHE covers:

- Online risks, harmful content and unhealthy digital cultures
- Cyberbullying, manipulation and online peer pressure
- Sexting, deepfakes, image-sharing and legal risks
- Data privacy, algorithms and digital footprints
- Online grooming, radicalisation and exploitation
- Impacts of online pornography on expectations and behaviour

Pupils learn how and where to report online concerns safely.

Curriculum Content: Statutory Learning Outcomes

Pupils will learn the required content across:

Families

- Types of stable, committed relationships
- Roles of parents and carers

- Respecting diversity in family structures
- Recognising unsafe or unhealthy family dynamics
- Help-seeking strategies

Respectful Relationships and Friendships

- Components of healthy friendships
- Trust, honesty, kindness and conflict resolution
- Challenging stereotypes and prejudice
- Bullying, cyberbullying and support routes
- Legal accountability for harmful behaviours

Online and Media

- Rights and responsibilities online
- Risks associated with content sharing
- Data protection and digital footprints
- Impacts of explicit or harmful content
- Criminal consequences of image-sharing

Being Safe

- Consent and withdrawal of consent
- Sexual exploitation, grooming and abuse
- Domestic abuse and coercive control
- Forced marriage and FGM
- Recognising unsafe situations and seeking help

Intimate and Sexual Relationships

- Characteristics of healthy intimate relationships
- Sexual health, fertility and contraception
- Pressure, readiness and communication
- Pregnancy, miscarriage and available options
- STIs, transmission, prevention and treatment
- Effects of drugs and alcohol on decision-making

Implementation and Delivery

RSHE is delivered through structured lessons, workshops, pastoral sessions, online safety activities and enrichment events. Teaching is interactive, evidence-based and trauma-informed. Strategies include discussion, case studies, scenario-based learning, visual aids, anonymous question boxes and skills-based activities. SEND pupils receive adapted support, including simplified language, visual frameworks and additional reinforcement.

RSHE is delivered using:

- High-quality, evidence-based resources
- Discussion, scenario-based learning and case studies
- Skills practice (assertiveness, communication, problem-solving)
- Multi-sensory strategies for SEND learners
- Ground rules and distancing techniques
- Anonymous question opportunities to reduce embarrassment

Assessment includes:

- Baseline knowledge checks
- Self-reflection tasks
- Teacher assessment
- Behaviour and safeguarding indicators

Parental Right to Withdraw

Parents have the right to withdraw their child from **non-statutory** elements of sex education within RSHE up until **three terms before the child turns 16**. After this point, if the young person wishes to receive sex education, the school will arrange this teaching, regardless of previous withdrawal requests. Withdrawal requests must be submitted in writing using the form **Appendix 1** and addressed to the Head of School Safeguarding and Pastoral Katie Everson. A copy of the request will be stored in the pupil's educational record. The Head of School will discuss the request with parents/carers prior to confirming arrangements. Alternative meaningful work will be provided for pupils withdrawn from non-statutory sex education.

Monitoring and Evaluation

Leadership conducts annual reviews of the RSHE curriculum to ensure statutory compliance, safeguarding effectiveness and alignment with Ofsted expectations.

- Pupil surveys and focus groups
- Parent and carer feedback
- Lesson observations
- Staff confidence audits
- Safeguarding data analysis
- Review of curriculum materials and sequencing

Findings inform continuous improvement of provision.

Policy Communication

The policy is:

- Published on the organisation's website
- Shared with all staff at induction
- Discussed during annual safeguarding and RSHE training
- Included in parent information packs

Withdrawal procedures are clearly explained, accessible and respectful.

Related Policies

- Safeguarding and Child Protection Policy
- Behaviour and Anti-Bullying Policy
- Equality, Diversity and Inclusion Policy
- Online Safety and Digital Conduct Policy
- PSHCE Curriculum Framework

Appendix 1: Request for Withdrawal from Sex Education Form

Relationships, Sex and Health Education (RSHE): Withdrawal Request Form Trust-Education Group Ltd

Parents/carers may withdraw their child from non-statutory sex education up to three terms before their 16th birthday. This form must be completed and submitted to the Head of School.

Pupil Details

Pupil Name: _____
Date of Birth: _____
Year Group: _____

Parent/Carer Details


Name: _____
Relationship to Pupil: _____
Contact Number: _____
Email: _____

Request

I request to withdraw my child from:

- ☐ Non-statutory sex education components
- ☐ All sex education not required by National Curriculum Science

Reason (optional):





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Confirmation

- ☐ I understand this does not include statutory Relationships or Health Education.
- ☐ I understand statutory Science content cannot be withdrawn.
- ☐ I understand my child may opt-in at age 15 (three terms before age 16).

Parent/Carer Signature: _____

Date: _____



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Head of School Response (Office Use Only)

Meeting held on: _____

Summary:







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Outcome:

- ☐ Approved

- ☐ Partially Approved
- ☐ Not Approved (statutory content only)

Head of School

Signature: _____

Date: _____

Record: _____

- ☐ Added to pupil file
- ☐ Staff notified
- ☐ Alternative work arranged

Policy Lead	Melissa Wainman Director of Education
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