



Huxlow Academy

Ambition • Respect • Pride

Policy Owner	Department	Effective Date	Approval Date	Review Cycle	Revision Due Date
Zoë Correa	Personal Development	June 2025		Bi-annual	June 2027

RELATIONSHIPS, SEX AND HEALTH EDUCATION (RSHE) POLICY

Policy Approver: Local Governing Body

Version Control

Version Number	Date of Change	Changes Made
2	21.06.25	Policy aims - Update to add safeguarding and digital literacy emphasis
2	21.06.25	Legislation and statutory guidance - update to reference the latest statutory guidance
2	21.06.25	Policy development - Update to acknowledge ongoing review
2	21.06.25	Curriculum – Development of explanation of how content is adapted
2	21.06.25	Delivery of RSHE - Clarification of boundaries and expectations on sensitive topics (gender, sexuality)
2	21.06.25	Delivery of RSHE – Inclusion of digital safety teaching
2	21.06.25	Roles and responsibilities – inclusion of training expectations
2	21.06.25	Parents right to withdraw – minor clarification
2	21.06.25	Monitoring arrangements – clarification development
2	21.06.25	Related policies – addition of two

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1. Policy Name

Relationships, Sex and Health Education (RSHE) Policy

2. Policy Aims

Huxlow Academy aims to ensure that the school:

- Provides a framework in which sensitive discussions can take place
- Gives appropriate information and effective guidance on sex, sexuality and sexual health
- Prepares students for puberty, and gives them an understanding of sexual, moral and emotional development and the importance of health and hygiene
- Understands the importance of family life and stable and loving relationships, respect, love and care
- Helps students develop feelings of self-respect, confidence and empathy
- Creates a positive culture around sexuality and relationships
- Teaches students the correct vocabulary to describe themselves and their bodies
- Equips students to recognise and report abuse, grooming, and exploitation in both physical and online environments
- Promotes resilience to peer pressure, harmful content and misinformation, especially online

OUR VISION

At Huxlow Academy we create the opportunities to enable everyone that walks through our doors to ultimately achieve our vision of “Thriving Through Excellence”

OUR MISSION

Our mission is to achieve this by building a learning community of aspirational and responsible citizens.

To fulfil our mission we work, study and collaborate by placing a focus on three core values.

AMBITION -

We strive hard to achieve the very best in all that we do, and we celebrate achievement and excellence. We enable our students to fulfil their academic and personal purpose.

RESPECT -

We pride ourselves on being a school that fosters relationships in an atmosphere built upon empathy, mutual respect, dignity, equity, diversity and fairness.

PRIDE -

Pride in all we do, both from within school and across the wider community, is at the core of our actions. Our students go on to become successful adults and we enable our students to develop the pride and character we need them to have in the future.

Our RSHE curriculum is built around these core values and our vision and mission. This is evidenced in our planning and evaluation of the curriculum.

DEFINITION

Relationships, Sex and Health Education (RSHE) is about the emotional, social and cultural development of students, and involves learning about relationships, sexual health, sexuality, healthy lifestyles, diversity and personal identity.

The Health Education and the Relationships and Sex Education aspects of PSHE are now compulsory in all secondary schools. This will be referenced as RSHE (Relationships, Sex and Health Education).

RSHE involves a combination of sharing information and exploring issues and values.

RSHE is not about the promotion of sexual activity.

3. Legislation and statutory guidance

As a secondary academy we must provide RSHE to all pupils as per section 34 of the Children and Social work act 2017.

This policy is informed by the DfE statutory guidance: Relationships Education, Relationships and Sex Education (RSE) and Health Education (last updated 2024), and any further guidance due to take effect in 2025. It complies with the Equality Act 2010 and supports duties under Keeping Children Safe in Education (KCSiE), 2024.

4. Policy Development

The government has issued new guidance around the teaching of RSHE from September 2020. This formalises the expectations around what should be taught in KS3 and KS4.

As part of this change Huxlow Academy conducted consultation with staff, pupils and parents in order to develop this RSHE policy by early 2021. The consultation and policy review process has involved the following steps:

1. Review- the policy owner has pulled together all relevant information including national and local guidance.
2. Staff consultation – all school staff have been given the opportunity to look at the policy and make recommendations – a remote training session to enable discussion took place.
3. Parents/stakeholder consultation – parents and any interested partners were invited to attend a meeting about the policy. See Appendix 4
4. Pupil consultation – the academy investigated exactly what pupils wanted from their RSHE: summer term 2021 through evaluations.
5. Ratification – once amendments have been made, the policy will be shared with the Academy Improvement Board and ratified.

The policy and curriculum will be reviewed regularly to reflect national updates and feedback from students, staff, and parents. Reviews will occur annually, or sooner if required by new statutory guidance.

5. Curriculum

Our curriculum is set out as per Appendix 1 but we may need to adapt it where necessary. We will review and develop the curriculum in consultation with parents, pupils and staff.

Content is taught in a way that is age-appropriate, developmentally appropriate, and sensitive to the backgrounds of pupils. Teaching is inclusive and recognises diverse family structures, sexual orientations, and gender identities without promoting any one perspective.

6. Delivery of RSHE

RSHE is taught within a designated period of study, as part of the personal, social, health and economic (PSHE) education curriculum. This is delivered by teachers and form tutors in a 60-minute period per week. Year 11 students receive one 60 minute lesson every fortnight.

The themes of PSHE are: 'Health and Wellbeing, Relationships and Living in the Wider World'. These run as two half terms per theme. Biological aspects are taught within the science curriculum, and other aspects are included in religious studies (RS).

Pupils also receive stand-alone sex education sessions delivered by trained health professionals.

RSHE 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 safety
- Being safe
- Intimate and sexual relationships, including sexual health

For more information about our RSHE curriculum, See Appendices 1 and 2.

These areas of learning are taught within the context of family life, taking care to ensure that there is no stigmatisation of pupils based on their home circumstances (families can include single parent families, LGBTQ+ parents, families headed by grandparents, adoptive parents, foster parents/carers amongst other structures) along with reflecting sensitively that some pupils may have a different structure of support around them (for example looked after children or young carers).

In line with statutory guidance, RSHE teaching includes clarity around biological sex and recognises that discussions around gender identity are approached with balance, ensuring that differing views are presented in an age-appropriate, evidence-based, and non-partisan way. Teaching will not reinforce contested or political ideologies as fact.

A significant emphasis is placed on digital safety, including:

- The risks associated with online pornography and sharing explicit images
- How to manage online relationships safely
- Recognising and reporting harmful online behaviours such as cyberbullying, grooming, and coercive control

Political Impartiality

It is a legal duty for all staff and schools to refrain from promoting partisan political views, including in the teaching of RSHE. In understanding this, 'partisan' is referred to as one-sided and 'political views' are those expressed with a political purpose. In terms of RSHE, there will be impartiality regarding the use of campaign groups, external organisations, and charitable organisations, whilst we will not support or use those who pertain to expressing a political purpose in their message. All members of staff must also adhere to this guidance and remain impartial when delivering content.

7. Roles and responsibilities

7.1 THE ACADEMY IMPROVEMENT BOARD

The Academy Improvement Board will approve the RSHE policy and hold the headteacher to account for its implementation.

7.2 THE HEADTEACHER

The headteacher is responsible for ensuring that RSHE is taught consistently across the school, and for managing requests to withdrawn students from non-statutory/non-science components of RSHE (see section 8)

7.3 STAFF

Staff are responsible for:

- Delivering RSHE in a sensitive way
- Modelling positive attitudes to RSHE
- Monitoring progress
- Responding to the needs of individual students
- Responding appropriately to students whose parents wish them to be withdrawn from the non-statutory/non-science components of RSHE

Staff do not have the right to opt out of teaching RSHE. Staff who have concerns about teaching RSHE are encouraged to discuss this with the headteacher.

All staff delivering RSHE will receive annual training to ensure confidence and competence in handling sensitive topics, understanding current legislation, and responding appropriately to safeguarding concerns.

7.4 PUPILS

Pupils are expected to engage fully in RSHE and, when discussing issues related to RSHE, treat others with respect and sensitivity.

8. Parents right to withdraw

Parents cannot withdraw their child from Relationships or Health Education but may withdraw from sex education components not included in the national science curriculum. Requests for withdrawal should be put in writing addressed to the headteacher.

A copy of withdrawal requests will be placed in the student's educational record. The headteacher will discuss the request with parents and take appropriate action.

Alternative work will be given to students who are withdrawn from sex education.

9. Training

Staff are trained on the delivery of RSHE as part of their PSHE delivery and are supported by Assistant Headteacher in charge of Character and Personal Development, the Subject Lead for PSHE and Heads of Year.

The Assistant Headteacher and Subject Lead will also invite visitors from outside the school, such as school nurses or sexual health professional, to provide support to staff teaching RSHE.

10. Monitoring arrangements

The impact of RSHE will also be evaluated through:

- Analysis of student feedback and wellbeing surveys
- Review of safeguarding disclosures and behaviour logs
- Annual RSHE curriculum audit and update report to the Local Governing Body

Pupils' development in RSHE is monitored by the form/class teacher as part of our internal assessment system.

11. Related policies

Safeguarding and Child Protection Policy, Whistle-blowing Policy, Behaviour Policy, Antibullying Policy, E-Safety Policy, Anti-Harassment Policy, Complaints Procedures, Special Educational Needs Policy, Looked After Children Policy, Sex & Relationships Policy, Public Equality Duty, Science National Curriculum syllabus, Citizenship duties, PSHE and Religious Studies schemes of work, Online safety policy and staff code of conduct.



Signed
Chair, Local Governing Body

Date.....02.07.25.....