

Education

Relationship and Sex Education Policy

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Date	Version No	Brief detail of change
03/25	3	Updated all sections in line with best practice from government guidance.

1. Policy Intent and Ethos

At Snowfields Academy, we recognise the importance of Relationships and Sex Education (RSE) in supporting the emotional, social, and cultural development of our students. RSE provides learners with essential knowledge, skills, and values to develop healthy relationships, understand sexual health and well-being, and explore topics such as diversity and personal identity. Our approach involves sharing information, exploring issues and values, and creating a safe and supportive learning environment. Importantly, RSE is not about the promotion of sexual activity.

At Snowfields Academy we ensure that our RSE curriculum is age-appropriate, accessible, and tailored to the needs of our learners. Students are provided with personalised support, helping them to engage with the curriculum in a meaningful way. RSE at Snowfields Academy aligns with our core values: **Work Hard, Be Kind, Communicate, Stay Safe, and Be Happy**, ensuring that students receive the guidance they need to make informed decisions and lead fulfilling lives.

2. Legal Framework and Statutory Guidance

The **Relationships Education, Relationships and Sex Education, and Health Education (England) Regulations 2019**, made under sections 34 and 35 of the **Children and Social Work Act 2017**, make **Relationships and Sex Education (RSE)** compulsory for all pupils receiving secondary education. Health Education and Personal, Social, Health and Economic Education (PSHE) remains compulsory (DfE Guidance, p.8).

As an academy, Snowfields Academy is not obliged to teach RSE. However, we believe it is in the best interest of our students to follow statutory guidance, ensuring they gain the knowledge and understanding necessary to prepare for adult life.

Our **RSE policy** is informed by existing **DfE guidance**, including:

- *Relationships Education, Relationships and Sex Education (RSE) and Health Education (2019)* – providing statutory guidance.
- *Keeping Children Safe in Education (2024)* – ensuring safeguarding is central to RSE.
- *The Equality Act (2010)* – promoting inclusivity and non-discrimination.
- *SEND Code of Practice: 0 to 25 years (2015)* – ensuring accessibility for students with ASD.
- *Behaviour and Discipline in Schools (DfE)* – supporting positive social interactions.
- *Respectful School Communities: Self-Review and Signposting Tool* – fostering a culture of respect.
- *Preventing and Tackling Bullying* – ensuring a safe learning environment.
- *The Equality and Human Rights Commission Advice and Guidance* – upholding students' rights.
- *Promoting Fundamental British Values as part of SMSC in Schools* – embedding key values.
- *Multi-Agency Practice Guidelines: Female Genital Mutilation (2014)* – raising awareness and safeguarding students.

By following this guidance, Snowfields Academy ensures that RSE is delivered in a way that is **accessible, age-appropriate, and supportive**, enabling our students to develop the skills and confidence they need for their future.

3. Curriculum Design and Content

The aim of RSE is to equip children and young people with the knowledge, skills, and values to develop safe, fulfilling, and enjoyable relationships while taking responsibility for their sexual health and well-being. Effective RSE plays a crucial role in developing the personal skills needed to establish and maintain relationships. It empowers young people to make responsible, informed decisions about their health and well-being, supporting their physical, emotional, and moral development.

RSE helps young people learn to respect themselves and others, navigating with confidence from childhood through adolescence into adulthood. It encompasses three key elements:

- Exploring their own and others' attitudes and values.
- Developing and practising personal and social skills.
- Increasing their knowledge and understanding.

The RSE policy is underpinned by the ethos and values of Snowfields Academy, ensuring it is an entitlement for all pupils. We recognise the importance of a whole-school approach to RSE, ensuring a shared understanding and delivering an effective, inclusive programme that meets the needs of our pupils.

Our Moral and Values Framework

Snowfields Academy teaches RSE within a framework based on the following principles:

- Respect and tolerance towards others, regardless of background, culture, feelings, views, or sexuality.
- The right to hold personal views while respecting the rights of others.
- Responsibility for and awareness of the consequences of personal actions.
- Protection from abuse or exploitation.
- Access to accurate information about relationships.
- Consideration for the feelings of others.
- The value of stable, loving relationships.
- Mutual support, co-operation, honesty, and openness.
- Self-respect.

Delivery of RSE

Our RSE curriculum is primarily delivered through PSHE lessons following a spiral curriculum (meaning general topic areas are revisited and built upon each year) ensuring a well-structured, age-appropriate, and inclusive learning experience. Each lesson is carefully planned and adapted to ensure the content meets the academic ability of the students, while taking into account their level of social understanding.

RSE is also reinforced through:

- Life Skills, Communication, and Vocational Studies
- Well-being sessions
- Assemblies and pastoral support

A full breakdown of PSHE topics by year group can be found on the Snowfields Academy website, and the Intimate Sexual Relationship contact by year group is available on our website: [Snowfields Academy RSE](#)

Statutory Topics Covered in RSE

- Healthy relationships and friendships
- Respect, consent, and personal boundaries
- Online safety, social media, and image sharing
- Emotional well-being and self-esteem
- LGBTQ+ inclusivity and diversity
- Puberty, reproduction, and body changes
- Contraception, STIs, and sexual health (KS4)
- The law regarding relationships, consent, and exploitation

4. Safe, Effective and Inclusive Teaching Practices

RSE Across the Whole School Community

At Snowfields Academy, we are mindful of the varied starting points and baseline understandings of our students, given their diverse experiences at primary school. While RSE guidance is in place for primary education, some areas may not have been fully covered due to differing levels of need. We take a whole-school approach to RSE to ensure that all students receive a consistent and comprehensive education, regardless of their previous experiences.

This approach contributes to the school's Safeguarding and Equality Duties, the Government's British Values agenda, and the SMSC (Spiritual, Moral, Social, Cultural) development opportunities provided for our young people.

Snowfields Academy promotes a positive learning environment by encouraging kindness in line with the academy's Core Values: Work Hard, Be Kind, Communicate, Stay Safe, and Be Happy. Furthermore, we follow best practices by ensuring that personal beliefs and attitudes of teachers do not influence RSE lesson delivery.

Working with Parents, Carers, and the Wider Community

Parents and carers play an essential role in supporting PSHE and RSE education. Snowfields Academy ensures that its RSE programme complements discussions at home by engaging parents in the process. To facilitate this, we offer **information sessions** where parents can review teaching resources, discuss the curriculum, and ask questions. Before any year

group begins RSE lessons, parents/carers receive a letter outlining the topics covered and their right to withdraw their child from non-statutory Sex Education lessons.

The RSE policy is readily accessible on the school website and available to parents upon request. We welcome parental feedback to ensure our programme meets the needs of our school community.

Staff Training and Professional Development

Staff are trained on RSE delivery as part of their **continuing professional development (CPD) calendar**, including NSPCC training for all teachers delivering PSHE. Where appropriate, **external professionals**, such as school nurses and sexual health experts, can provide support and training for staff. Teaching Assistants (TAs) receive specific training as part of the academy's CPD provision.

By embedding RSE across the school community and maintaining strong partnerships with parents and staff, Snowfields Academy ensures a robust, inclusive, and supportive RSE programme that empowers students to make informed, healthy decisions.

5. Parent and Community Engagement

We recognise the importance of working in partnership with parents and the wider school community. Our engagement includes:

- **Notifications throughout the year** when intimate sexual relationships content is covered.
- **Parent information sessions** to discuss topics and teaching approaches.
- **Opportunities to review example teaching materials on our website.**
- **Regular school council feedback** to ensure pupil voice is considered.

Parents can access example RSE programmes and resources via our website or request specific information from the PSHE Lead.

6. Right to Withdraw from Sex Education

- Parents have the right to withdraw their child from the non-statutory, non-science components of Sex Education, known as Intimate Sexual Relationship (ISR) content. However, they **cannot withdraw their child from Relationships Education, as it is statutory**. Parents may request to withdraw their child from non-science Sex Education lessons until three terms before their 16th birthday.
- Requests for withdrawal should be made in writing and addressed to the Principal or PSHE Lead via info@snowfieldsacademy.org.uk
- The school will discuss the request with parents to ensure they make an informed decision.
- If a pupil is withdrawn from RSE, appropriate alternative learning will be provided.

7. Safeguarding and Confidentiality

Safeguarding and Confidentiality in RSE

- RSE plays a vital role in safeguarding students by helping them recognise unhealthy relationships and inappropriate behaviour. It equips children and young people with the skills to understand the difference between safe and abusive relationships and to seek help when needed.
- Some issues discussed in RSE may lead to disclosures from pupils. In such cases, staff will respond in line with the school's safeguarding policy and procedures. Teachers will follow the **Child Protection and Safeguarding Policy** if any disclosures arise. State-funded schools have a legal duty to promote pupil well-being and fulfil safeguarding responsibilities under the **Education and Inspections Act 2006 (Section 38)**.
- Staff will adhere to the school's confidentiality policy. Pupils will be made aware of the boundaries of confidentiality when discussing sensitive topics or making a disclosure. However, staff cannot promise confidentiality if safeguarding concerns exist. Pupils will also be informed of the trusted adults they can speak to for support.

8. Monitoring, Evaluation, and Review

To ensure quality and effectiveness, we:

- **Review this policy regularly** (or as statutory guidance updates).
- Conduct **lesson observations**.
- Ensure **governor oversight and parental consultation** for any policy changes.
- Use **assessment methods**, including self-reflection and teacher feedback.

This policy is available on our website and will be reviewed by **the Principal and Senior Leadership Team**.

For further information, please contact the **PSHE Lead** via the school office.