

Relationships and Sex Education Policy

1 Introduction

- 1.1. OMG Education understands Relationships and Sex Education (RSE) as a learning process about physical, moral, and emotional development. It focuses on the importance of family life, relationships, respect, love, and care and is also about teaching sex, sexuality, and sexual health and safety.
- 1.2. This policy should be read in conjunction with the following, which are available on the School website:
 - Anti-bullying Strategy
 - Curriculum Policy
 - Equality Diversity and Inclusion Policy
 - Safeguarding Policy
 - Disability and Accessibility Policy and Plan
 - SEND Information Report
 - Health and Safety Policy
- 1.3. This policy applies to the whole School.
- 1.4. This policy is available on the School website.
- 1.5. Copies of the above policies are held at the school office for parents' consultation. You may also email the School to request hard copies, which can be made available in large print or other accessible format if required.

2. Aims and objectives

- 2.1. The School aims to provide pupils with the information required to develop healthy, nurturing relationships, not just intimate ones. Pupils will be equipped to explore and understand their feelings, attitudes, values, and those of others and address legal, moral, and social questions relevant to forming healthy, enjoyable, and fulfilling relationships.
- 2.2. RSE is part of the overall development objectives of the School, and age-appropriate teaching is embedded into different parts of the school curriculum.
- 2.3. RSE will be taught sensitively and inclusively, respecting the backgrounds and beliefs of pupils, parents, and carers. Mental well-being will be central to these subjects.
- 2.4. This policy sets out both the rights of parents and carers to withdraw their child from sex education (but not relationship education) and the process the Head will follow when considering a request from a parent. Parents and carers have the right to request that their child be withdrawn from some or all of the sex education delivered as part of statutory RSE.

3. Statutory and regulatory framework

3.1. This policy complies with the following:

- Department for Education (DfE) statutory guidance - [Relationships Education, Relationships and Sex Education, and Health Education](#);
- DfE statutory guidance - [Keeping Children Safe in Education](#);
- DfE statutory guidance - [Special Educational Needs and Disability Code of Practice \(January 2015\)](#); and
- [Equality Act 2010](#)

3.2. The Relationships Education, Relationships and Sex Education and Health Education Regulations (England) Regulations 2019 states that as of the summer term 2021, pupils receiving primary education must be taught Relationships Education, and pupils receiving secondary education must be taught Relationships and Sex Education. Personal, Social, Health and Economic education (PSHE) continues to be compulsory in independent schools.

3.3. Under the provisions of the Equality Act, schools must not unlawfully discriminate against pupils because of their age, sex, race, disability, religion or belief, gender reassignment, pregnancy or maternity, marriage or civil partnership, or sexual orientation (collectively known as the protected characteristics). The School will make reasonable adjustments to alleviate disadvantage, comply with the Special Educational Needs and Disability Code of Practice when planning the RSE curriculum and fully integrate discussion of LGBTQ+ issues into all relevant parts of the broader RSE curriculum in a sensitive and age-appropriate manner.

4. Scope and responsibilities

4.1. The Governors of the School are responsible for this policy. The Governors' Pastoral, Safeguarding and Compliance heads will review and approve this policy annually.

4.2. The Head, working with the Deputy Head, is responsible for ensuring RSE is taught consistently across the School and managing requests to withdraw from non-statutory components of RSE.

4.3. The Head Pastoral ensures that all teachers who deliver RSE are appropriately trained.

4.4. Staff do not have the right to opt out of teaching RSE. Staff concerned about teaching RSE are encouraged to discuss this with the headteacher and the head of pastoral care.

5. Policy development

5.1. The School is committed to working closely with parents/guardians to deliver high-quality, meaningful RSE. As primary carers, parents are uniquely placed to discuss sex and relationship issues with their children whilst maintaining the culture and ethos of their family.

- 5.2. The School will seek to work in partnership with parents to enable them to feel confident about the RSE programme and that it will be delivered sensitively and inclusively, respecting backgrounds and beliefs.
- 5.3. This policy has been developed in consultation with staff and involved the following steps:
- Review – all relevant information, including DfE guidance, reviewed
 - Staff consultation – staff responsible for delivering RSE were provided with regular opportunities to review the curriculum and feedback
 - Governing Body – the policy will be reviewed by the School’s Pastoral, Safeguarding and Compliance heads and ratified

6. Defining and delivering RSE

- 6.1. RSE focuses on pupils' emotional, social, and cultural development and involves learning about relationships, sexual health, sexuality healthy lifestyles, diversity, and personal identity.
- 6.2. RSE is not about the promotion of sexual activity.
- 6.3. All School students receive RSE during PSHE lessons.
- 6.4. Within RSE, the School defines non-statutory sex education as lessons that promote an understanding of the following issues:
- Reproductive health
 - Sexually Transmitted Infections (STIs)
 - Cultural differences
- 6.5. The guidance gives schools the freedom to deliver the content set out in the guidance in the context of a broad and balanced curriculum—part of a timetabled PSHE program supplemented with extra-curricular talks and activities.
- 6.6. The Head of Pastoral provides staff with one-to-one training internally and through opportunities from external organisations.

7. Safeguarding

- 7.1. Staff are aware that effective RSE, which brings an understanding of what is and is not appropriate in a relationship, can lead to disclosing a safeguarding or child protection issue. Where such concerns are raised, staff will follow the safeguarding and child protection procedures outlined in the Safeguarding policy.
- 7.2. The headteacher or Head of Pastoral can observe RSE lessons to ensure teaching consistency and pupils' safety.

8. Right to withdraw

- 8.1. The School recognises that parents decide on their child's sex education. Parents have the right to withdraw their child from some or all of the sex education delivered as part of statutory RSE for up to three terms before their child turns sixteen, in line with government guidance.
- 8.2. The right to withdraw relates only to sex education. It does not extend to the teaching of biological aspects of human growth and reproduction as provided as part of the science curriculum.
- 8.3. If parents or guardians wish to exercise their right to withdraw their child from sex education, they must contact the Head in writing at the School address or via email. The Head or Deputy Head will discuss the request with the parents and, as appropriate, with the child to ensure their wishes are understood and clarify the curriculum's nature and purpose. During this discussion, the Head or their Deputy will explain the benefits of receiving sex education and any detrimental effects that withdrawal may have on the child.
- 8.4. Once those discussions have occurred, except in exceptional circumstances, the School will respect the parent's request to withdraw their child up to and until three terms before the child turns sixteen. After that point, if the child wishes to receive sex education rather than be withdrawn, the School will make arrangements to provide the child with sex education during one of those terms.
- 8.5. The process is the same for pupils with SEND. However, in exceptional circumstances, the Head may wish to consider a pupil's specific needs arising from their SEND when making the decision.
- 8.6. The Head will automatically grant requests to withdraw a pupil from any sex education delivered in School other than as part of the science curriculum.
- 8.7. Where pupils are withdrawn from sex education, alternative arrangements will usually be made for private study.
- 8.8. Parents do not have the right to withdraw their child from relationship education.

9. RSE curriculum

- 9.1. The School reserves the right to adapt the curricula as necessary.
- 9.2. Staff delivering RSE will be trained to answer questions about sex or sexuality that go beyond what is set out for relationship education and questions that are better not dealt with in front of a whole class. If pupils raise questions outside the scope of the curriculum, staff will respond appropriately.

10. RSE resources

- 10.1. What pupils should know by the end of secondary school, as set out in the DfE statutory guidance on Relationships Education, Relationships and Sex Education, and Health Education, is

located on pages 27-29, respectively.

10.2. The School reserves the right to vary resources as necessary.

11. Monitoring and review

11.1. The Relationships and Sex Education policy will be subject to regular review by the Head and Senior Team.

11.2. The headteacher and head of pastoral will review the policy and its implementation annually (or more frequently if changes to legislation, regulation, or statutory guidance require it).

11.3. The relevant committee of the Governing Body will review this policy annually (or more frequently if changes to legislation, regulation, or statutory guidance require it).