

# Relationships and Sexuality Education (RSE) Policy



This Relationships and Sexuality Education (RSE) template Policy has been written in line with Welsh Government (WG) Statutory Guidance, the RSE Code and Legislative Summary (January 2022).

<b>Name of School / Provision</b>	<b>Ysgol Uwchradd Llanidloes High School</b>
<b>Date Policy was Approved by School Governing Body / Management Committee</b>	
<b>Date Policy Review is Due</b>	

<b>Name of person with overall responsibility for RSE in this school / provision</b>	<b>Mr Daniel Owen</b>
<b>Name of person with responsibility for maintaining this policy</b>	<b>Mr Andrew Morel</b>

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## 1. Introduction

The purpose of this RSE Policy is to provide all stakeholders (learners, staff, parents/carers, governors, and external organisations) at Ysgol Uwchradd Llanidloes High School with information about our Relationships and Sexuality Education (RSE) provision.

High quality RSE allows for all pupils to develop their knowledge and understanding in a developmentally appropriate way in a safe environment. It equips pupils to become healthy adults and critical thinkers. Effective RSE will also enable them to develop positive and healthy relationships with others. It is important that pupils are able to explore, develop and nurture respectful relationships with others regardless of their gender, sexuality, ethnic background, religion or beliefs.

This RSE Policy supports wider approaches to preventing violence against women, domestic abuse, and sexual violence ([VAWDASV](#)), harmful sexual behaviours, and [peer-on-peer harassment](#) and abuse.

The policy upholds learners' rights under the [United Nations Convention of the Rights of the Child \(UNCRC\)](#). This includes: Article 28, that every child has the right to an education; Article 29, that education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment; Article 30, that every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live.

The RSE policy and provision at Llanidloes High School aims to keep pupils safe.

Ysgol Uwchradd Llanidloes High School fully complies with the legal statutory duty stated in the RSE Code from Welsh Government, and the [Equalities Act 2010](#).

In accordance with Articles 12 and 5 of the UNCRC, we provide pupils and their parents with the opportunity to have a say about the RSE Curriculum and take their views seriously. The school supports parents and carers to understand the rationale underpinning our inclusive RSE provision.

## 2. Legislation on RSE and the Equalities Act (2010)

Relationships and Sexuality Education (RSE) is a statutory requirement in the new Curriculum for Wales framework and is mandatory for all learners.

The [RSE Code](#) is issued in legislation under Section 8 of the Curriculum and Assessments (Wales) Act 2021, and clearly states the legal mandatory requirements for RSE which schools and education provisions have to deliver.

The [RSE Statutory Guidance](#) (2022) is published under Section 71 of the Curriculum and Assessment (Wales) Act 2021 and is designed to assist those responsible, as stated in the RSE Code, to design the RSE Curriculum for their school/education provision.

This RSE Policy aligns with the [Equality Act 2010](#). Under the provisions of the Equality Act, schools must not unlawfully discriminate against learners on the basis 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*). Schools/education provision must also make reasonable adjustments to alleviate disadvantage.

Ysgol Uwchradd Llanidloes High School will work actively against all forms of discrimination by promoting good relations and mutual respect within our community and between learners, parents, staff, governors and partners.

### **3. Related Policies**

Those with responsibility for RSE at Ysgol Uwchradd Llanidloes High School are aware and adhere to relevant school policies which complement RSE. These include:

- Confidentiality
- Safeguarding / child protection
- Behaviour and Anti-bullying Policy
- Strategic Equality Plan
- Curriculum Policy
- Additional Learning Needs Policy
- Online Safety (see WG document: [Sexting: Responding to Incidents and Safeguarding Learners](#))

### **4. Responsibility for RSE**

In line with a Whole-School Approach, RSE is everyone's responsibility at Ysgol Uwchradd Llanidloes High School. However, the Governing Body, Headteacher, Senior Leadership Team, and RSE Lead have specific roles to ensure the successful implementation of RSE and a safe environment for all learners.

#### **Role of the School/Provision Governing Body**

The role of the Governing Body at Ysgol Uwchradd Llanidloes High School is to:

- Determine and authorise RSE Policy, ensuring it is compliant with the Statutory Requirements outlined in the RSE Code.
- Ensure the RSE Policy is up to date and reviewed annually.
- Ensure the RSE Policy is widely disseminated throughout the whole school community.

#### **Role of the Headteacher and Senior Leadership Team**

The role of the Headteacher and Senior Leadership Team at Ysgol Uwchradd Llanidloes High School is to:

- Co-ordinate the formulation of Ysgol Uwchradd Llanidloes High School's RSE Policy by involving all relevant stakeholders.
- Inform all staff and adults involved with the delivery of RSE within the school of the contents of the policy and its implications to them as providers.
- Assess the Continued Professional Development needs of school staff involved with the programme and seek to respond to these needs with suitable professional training.
- Provide support to the RSE Lead where appropriate, including supporting any challenges from parents/carers.
- Determine and allocate funding allowance for RSE Curriculum to support resources/professional training/external organisations costs.
- Review the RSE Policy and make appropriate changes and amendments annually.

### **Role of the Relationship and Sexuality Education Lead within the school**

The role of the RSE Lead at Ysgol Uwchradd Llanidloes High School is to:

- Develop and implement a developmentally appropriate RSE Curriculum for all learners, in line with the statutory requirements outlined in the RSE Code.
- Monitor and evaluate RSE in conjunction with other subject leaders to ensure that RSE is integrated effectively across all Areas of Learning Experience (AoLE).
- Make appropriate links with feeder schools to ensure continuity and development from Phase 2 learning.
- Monitor and evaluate the scheme of work and the suitability of resources.
- Ensure pupil and staff voice is reflected within the RSE Curriculum.
- Liaise with outside agencies and co-ordinate their involvement with the RSE programme where appropriate.
- Liaise with parents and carers where needed regarding RSE Curriculum.
- Liaise with the Local Authority and Healthy Schools Team.

## **5. Monitoring and Evaluating RSE**

RSE policy implementation will be monitored by the RSE leader, Year Leaders, Senior Link, Headteacher and Governing Body, and should be reviewed and updated annually.

When the school proposes significant change to the RSE Policy, learners, teachers, governors, families, and outside agencies (where applicable) will be consulted.

The RSE Curriculum will be monitored and evaluated by the RSE Lead annually to ensure that it remains relevant, up to date and is meeting the needs of all learners.

## 6. Safeguarding and Confidentiality

The RSE curriculum at Ysgol Uwchradd Llanidloes High School supports learners to be able to develop their knowledge, awareness and understanding on how to recognise discriminatory behaviours, harmful sexual behaviours, unhealthy and abusive/violent relationships, whilst ensuring that all learners develop an understanding of what consent is, including developing skills on how to give and withdraw consent.

It is important that all school staff receive the appropriate Safeguarding Training and understand that they have a duty to follow the Safeguarding Policy at Ysgol Uwchradd Llanidloes High School which will follow the Wales Safeguarding Procedures 2019 / Powys LEA protocol if there is suspicion that a learner may have suffered or be at risk of suffering significant harm.

Good quality RSE delivered in an inclusive and safe environment could lead to an increase in disclosures from learners. It is important that learners are sensitively informed that school/education provision staff cannot guarantee confidentiality if they disclose anything to them, as staff have a duty to care for them and to report anything which causes concern. It is important that learners are supported adequately by an appropriate member of staff.

If a Safeguarding concern is suspected or identified, staff must ensure that they immediately notify the School's Designated Safeguarding Person, or the Deputy DSP in their absence, whom will be responsible for taking the appropriate action.

[The Sexual Offences Act 2003 \(England and Wales\)](#) states that young people under the age of 13 cannot consent to sexual activity, therefore if a learner under the age of 13 discloses that they are sexually active, the Safeguarding Protocol for Ysgol Uwchradd Llanidloes High School must be followed.

It is recognised by Estyn that [peer-on-peer sexual harassment](#) is highly prevalent in the lives of young learners and the whole school approach to RSE at Ysgol Uwchradd Llanidloes High School ensures that a preventative and proactive approach is adopted to tackle the issue. Welsh Government are working on recommendations for schools following Estyn's report which are expected in the autumn term (2022).

This includes providing learners with assurance that school/education provision staff will take every incidence of peer-on-peer sexual harassment seriously and work in partnership with the learners, parents/carers and external agencies where appropriate to deal with any incidents.

In order to create an inclusive and safe learning environment for learners throughout their RSE Curriculum, the RSE Lead and other school/education provision staff will receive regular, high quality professional learning opportunities. This will ensure that staff feel prepared and able to support learners on topics like relationships, consent, sexuality, the law, diversity, religious and philosophical beliefs, gender transitioning, and harmful sexual behaviours.

## **7. What does Good Quality RSE look like?**

Good quality RSE is developmentally and age appropriate<sup>1</sup>, promotes effective safeguarding, enables pupils to understand the United Nations Convention of the Rights of the Child, and responsibly explores salient issues relating to sexuality and relationships.

Good quality RSE should also:

- Promote factual knowledge and age appropriate content.
- Use correct scientific terminology and information connected to topics.
- Promote a safe, positive, open and honest learning culture which is positively inclusive, respectful and safe for all learners.
- Promote a critical awareness of the different beliefs and values in relation to RSE.
- Empowers learners to make responsible, well-informed decisions and to be able to understand themselves and others.
- Challenge stereotypes and inaccurate perceptions.
- Provide access to objective information about growing up, body changes, healthy relationships, reproductive and sexual health.
- Provide information on where learners can access help and support services in relation to RSE.
- Draw upon feedback from the school community, including the voice of learners, parents, carers and input from relevant stakeholders who support its delivery. See [Designing Your Curriculum](#) document.
- Assess learners' understanding of the areas studied.

The RSE Curriculum at Ysgol Uwchradd Llanidloes High School aims to help learners form and maintain a range of relationships, all based on mutual trust and respect.

## **8. The RSE Curriculum and how it will be Implemented**

Ysgol Uwchradd Llanidloes High School seeks to provide a high quality pluralistic RSE Curriculum which is factually correct, inclusive and encourages learners to critically engage with the material taught to them. The RSE Curriculum will be taught by trained staff using cross-cutting themes within the [Areas of Learning Experience \(AoLE\)](#) in lessons, using teaching strategies and techniques according to the learners needs. This means that RSE will not only be delivered through Health and Wellbeing but through all AoLE's.

As the school introduces the new Curriculum for Wales as a phased roll out (starting with Year 7 in 2022/23), RSE will be taught through Personal and Social Education

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<sup>1</sup> <https://unesdoc.unesco.org/ark:/48223/pf0000260770> which is broadly used to define age appropriate content.

(PSE), and integrated across the curriculum. The teaching of topics will be in line with requirements outlined in Phase 3 of the RSE Code.

The RSE Curriculum should be based on three strands outlined in the RSE Code:

- **Relationships and identity:** helping learners develop the skills they need to develop healthy, safe, and fulfilling relationships with others and helping them to make sense of their thoughts and feelings.
- **Sexual health and well-being:** helping learners to draw on factual sources regarding their sexual and reproductive health and well-being, allowing them to make informed decisions throughout their lives.
- **Empowerment, safety and respect:** helping to protect learners from all forms of discrimination, violence, abuse and neglect and enabling them to recognise unsafe or harmful relationships and situations, supporting them to recognise when, how and where to seek support and advice.

If staff are asked questions by learners during RSE lessons (which may be of a sensitive nature) they will never disclose their personal experiences, and they are to use their professional judgement in providing answers which are age and stage appropriate, taking account of the age and maturity of the learner and other learners who may be listening.

## 9. RSE for Learners with Additional Learning Needs

The RSE Curriculum must be provided for learners with additional learning needs. Staff at Ysgol Uwchradd Llanidloes High School consider how best to meet the needs of individual learners whose additional needs means that their understanding of sexual health and well-being may not match their chronological age. Learners with more severe needs can be very vulnerable so teachers have a responsibility to include elements of the RSE curriculum within the provision from a very young age in order to ensure that they have an understanding of 'stranger danger' and 'private and public touch' by the time they reach puberty.

All staff, including ancillary staff, physiotherapists, nurses and carers, must be aware of the school's approach to RSE when working with learners with additional learning needs.

## 10. Learner Voice in RSE

As stated in the [United Nations Convention on the Rights of the Child](#), children and young people have the right to be consulted on decisions being made about their lives ([Article 12](#)). To ensure the RSE Curriculum meets learners' needs and addresses emerging trends, Ysgol Uwchradd Llanidloes High School will consult learners and involve them in the RSE delivery and retain flexibility to address the issues learners identify where appropriate.

The RSE Lead will undertake regular evaluation with learners to ensure the RSE Curriculum is as robust, purposeful and engaging as possible.



## **11. Working with Parents and Carers**

The RSE Code has withdrawn parent and carers right to withdraw their child from RSE – it is **mandatory** for all learners aged 3-16. However, Ysgol Uwchradd Llanidloes High School acknowledges that parent and carers have an important influence and role to play in terms of delivering messages about sex and relationships. Parent and carers are the key people in teaching their children about sex and relationships and maintaining the culture and ethos of the family. As a result, we see RSE as a shared responsibility and seek to keep parents and carers informed about this RSE Policy, the RSE Curriculum, and resources where possible.

The school welcomes any comments from parents and carers that are aimed at improving the school's provision in this area. In situations where parents and carers are unhappy with elements of the RSE Curriculum, they are asked to firstly get in touch with the Headteacher or RSE lead and, if needs be, follow the Complaints Policy for Ysgol Uwchradd Llanidloes High School.

## **12. Working with External Agencies**

Whilst Ysgol Uwchradd Llanidloes High School is responsible for the delivery of the RSE Curriculum, we recognise the value of involving appropriate external agencies/visiting speakers to complement the RSE Curriculum. This input is not to substitute or replace the schools/education provisions delivery of RSE. If the school/educational provision is approached by an unknown external agency/speaker, then advice regarding suitability will be sought.

Good practice for when working with external agencies/visiting speakers:

- Complete research to check that the external agency has suitable skills, knowledge and competency, is reputable and able to contribute effectively to the overall inclusivity of the school's provision.
- An agreement of aims and learning outcomes for the visit to ensure the content is age appropriate for the intended learners.
- The external agency/visit speakers are considered appropriate in respect of safeguarding procedures.
- The school have made the external agency aware of their schools policies and their expectations for their visit.
- Staff will inform and prepare learners for the visit of an external agency/visiting speaker and allow them time to prepare questions prior to this.
- Staff will remain in the classroom at all times as they are responsible for the learners and behaviour management.