

Relationship and sex education policy



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I. Aims

The aims of relationships and sex education (RSE) at our school are to:

- Provide a framework in which sensitive discussions can take place
- Prepare pupils for puberty, and give them an understanding of sexual development and the importance of health and hygiene
- Help pupils develop feelings of self-respect, confidence and empathy, and cultivate positive characteristics such as kindness and integrity
- Create a positive culture around issues of sexuality and relationships
- Teach pupils the correct vocabulary to describe themselves and their bodies

Relationships and Sex Education (RSE) at North Baddesley Junior School is rooted in the school's core values of **Respect, Aspire, and Resilient**. Through the RSE curriculum, pupils are taught to respect themselves and others, value healthy and positive relationships, and appreciate diversity within the wider community. Pupils are encouraged to aspire to make safe, responsible, and informed choices that support their wellbeing and future lives. The curriculum also helps children develop resilience by building confidence, emotional awareness, and the skills needed to manage challenges, relationships, and changes in a safe and supportive environment.

2. Statutory requirements

As a maintained primary school, we must provide relationships education to all pupils under section 34 of the [Children and Social Work Act 2017](#).

We are not required to provide sex education, but we do need to teach the elements of sex education contained in the science curriculum.

In teaching RSE, we must have regard to [guidance](#) issued by the secretary of state, as outlined in section 403 of the [Education Act 1996](#).

We also have regard to legal duties set out in:

- Sections 404 to 407 of the Education Act 1996.

- Part 6, chapter 1 of the [Equality Act 2010](#)
- The Public Sector Equality Duty (PSED) (as set out in section 149 of the Equality Act 2010). This duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities

At North Baddesley Junior School we teach RSE as set out in this policy.

3. Policy development

This policy has been developed in consultation with staff, pupils and parents/carers. The consultation and policy development process involved the following steps:

1. Review – a member of staff or working group pulled together all relevant information including relevant national and local guidance
2. Staff consultation – all school staff were given the opportunity to look at the policy and make recommendations
3. Parent and stakeholder consultation took place through a survey, where parents/carers and other interested parties were invited to share their views and provide feedback on the policy and curriculum content
4. Pupil consultation – we investigated what exactly pupils want from their RSE
5. Ratification – once amendments were made, the policy was shared with governors and ratified

4. Definition

For the purpose of this policy:

RSE is about the emotional, social and cultural development of pupils, and involves learning about relationships, sexual health, sexuality, healthy lifestyles, diversity and personal identity.

RSE involves a combination of sharing information, and exploring issues and values.

RSE is not about the promotion of sexual activity.

5. Curriculum

Our RSE curriculum is set out as per Appendices 1 and 2, but we may need to adapt it as and when necessary.

We have developed the curriculum in consultation with parents and carers, pupils and staff, and taking into account the age, developmental stage, needs (such as cultural and religious needs) and feelings of our pupils. If pupils ask questions outside the scope of this policy, teachers will respond in an appropriate manner so that pupils are fully informed and don't seek answers online.

We will share all curriculum materials with parents and carers on request.

6. Delivery of RSE

- RSE-related topics will be taught through the school's PSHE curriculum using the Kapow Primary scheme of work. Lessons will be age-appropriate, inclusive, and carefully planned to meet the needs of junior-aged pupils. Teaching will focus on building pupils' understanding of healthy relationships, friendships, families, personal safety, emotional wellbeing, and the physical and emotional changes associated with growing up.
- A range of teaching approaches will be used, including class discussions, role play, stories, videos, collaborative activities, and reflection tasks, to encourage active participation and respectful discussion. Lessons will be delivered in a safe and supportive environment where pupils feel comfortable asking questions and expressing their views appropriately.

Sensitive topics will be taught in a factual, balanced, and age-appropriate manner, in line with statutory guidance and the school's values of Respect, Aspire, and Resilient.

- The school is committed to ensuring that all pupils can access and benefit from the RSE curriculum, including pupils with special educational needs and/or disabilities (SEND). Lessons will be adapted where necessary to meet the differing needs, ages, maturity levels, and abilities of pupils. Teachers will use a range of inclusive teaching strategies, differentiated activities, visual supports, and appropriate resources to ensure all children can participate fully and confidently.
- Staff will work closely with the SENDCo, parents/carers, and external professionals where appropriate to provide additional support and ensure that teaching is sensitive, accessible, and relevant to individual pupils' needs. All teaching will take place in a safe, respectful, and supportive environment that promotes inclusion and values every child.
- At North Baddesley Junior School, any non-statutory sex education content will be taught in an age-appropriate manner during the upper junior years, typically in Year 5 and/or Year 6, as part of the wider Relationships and Sex Education (RSE) curriculum. Teaching will focus on preparing pupils for the physical and emotional changes associated with puberty, understanding how babies are conceived and born at an appropriate level, and promoting healthy, respectful relationships.
- Lessons will be carefully planned and delivered sensitively by trained staff, using age-appropriate resources from the Kapow Primary scheme of work. Parents/carers will be informed before these lessons are taught and will have the opportunity to view resources and discuss the curriculum with the school if they wish.

RSE is taught within the personal, social, health and economic (PSHE) education curriculum. Biological aspects of RSE are taught within the science curriculum, and other aspects are included in religious education (RE).

The school will make sure that:

- Core knowledge is sectioned into units of manageable size

- The required content is communicated to pupils clearly, in a carefully sequenced way and within a planned scheme of work
- Teaching includes sufficient and well-chosen opportunities and contexts for pupils to embed new knowledge, so that it can be used confidently in real-life situations

Relationships education focuses on teaching the fundamental building blocks and characteristics of positive relationships including:

- Families and people who care for me
- Caring friendships
- Respectful, kind relationships
- Online safety and awareness
- Being safe

In addition to the statutory content covered within the science curriculum, North Baddesley Junior School will provide age-appropriate sex education as part of the wider Relationships and Sex Education (RSE) programme in Years 5 and/or 6. This additional content will support pupils' understanding of human reproduction, conception and birth, puberty, body changes, personal hygiene, and the importance of healthy and respectful relationships.

The curriculum will be delivered sensitively and in line with the needs and maturity of pupils, using resources from the Kapow Primary scheme of work. Parents/carers will be informed before these lessons take place and will have the opportunity to discuss the content and view teaching materials if they wish.

Primary sex education will focus on:

- Preparing boys and girls for the changes that adolescence brings
- How a baby is conceived and born

Throughout each year group we will use appropriate material to assist learning, such as:

- Diagrams

- Videos
- Books
- Games
- Discussions and practical activities

Teachers will make sure that all pupils' views are listened to, and will encourage them to ask questions and engage in discussion. Teachers will answer questions sensitively, honestly and appropriately for the age of the pupils.

The programme will be designed to focus on boys as much as girls, and activities will be planned to make sure both are actively involved.

The school will make sure that all teaching and materials are appropriate for the ages and needs of the pupils including any additional needs, such as special educational needs and disabilities (SEND).

All PSHE and RSE resources and materials used at North Baddesley Junior School will be carefully reviewed and formally assessed prior to use to ensure they are age-appropriate, accurate, inclusive, and in line with statutory guidance and the school's values. Resources from the Kapow Primary scheme of work, as well as any additional materials provided by external agencies or organisations, will be evaluated by the PSHE Lead and senior leaders before being used in lessons.

The school will ensure that all materials are suitable for the age, maturity, and needs of pupils, including those with SEND, and that they promote respectful, balanced, and factual teaching. Resources will also be reviewed regularly to ensure they remain relevant, up to date, and appropriate for the school community.

At all points of delivery of the curriculum, the school will consult parents and carers, and their views will be valued. What will be taught and how will be planned in conjunction with parents and carers.

In PSHE and RSE, pupils at North Baddesley Junior School will not undertake formal examinations. Instead, assessment will be ongoing and formative, focusing on pupils' knowledge, understanding, skills, and personal development. Teachers will assess progress through observation, questioning, participation in discussions, reflection activities, and pupil voice.

The Kapow Primary scheme of work provides built-in opportunities for assessment, enabling teachers to identify pupils' understanding and any misconceptions. Pupils may also take part in self-assessment and peer-assessment activities to encourage reflection and personal growth. Any recorded evidence, such as written work, floor books, photographs, or displays, will be used to support assessment where appropriate.

Assessment in PSHE and RSE is designed to support pupils' personal development rather than to measure attainment through formal testing.

For more information about our RSE curriculum, see Appendices 1 and 2.

We may amend our curriculum content to respond to the needs and context of our pupils, to discuss issues affecting them in an age-appropriate manner. We will inform parents and carers of any deviation from our published policy in advance, and share any relevant materials on request.

These areas of learning are taught within the context of family life, taking care to make sure that there is no stigmatisation of children based on their home circumstances (i.e. families can include single-parent families, same-sex parents, families headed by grandparents, adoptive parents and foster parents among other structures), along with reflecting sensitively that some children may have a different structure of support around them (for example, looked-after children, young carers or kinship carers).

Across our school, we will also be mindful of the law and legal requirements, taking care not to condone or encourage illegal activity, such as violent action against people, criminal damage to property or hate crime.

6.1 Inclusivity

We will teach about these topics in a manner that:

- Considers how a diverse range of pupils will relate to them
- Is sensitive to all pupils' experiences
- During lessons, makes pupils feel:
 - Safe and supported
 - Able to engage with the key messages

We will also:

- Make sure that pupils learn about these topics in an environment that's appropriate for them, for example in:
 - A whole-class setting
 - Small groups or targeted sessions
 - 1-to-1 discussions
 - Digital formats
- Give careful consideration to the level of differentiation needed

6.2 Use of resources

We will consider whether any resources we plan to use:

- Are aligned with the teaching requirements set out in the statutory RSE guidance
- Would support pupils in applying their knowledge in different contexts and settings
- Are age-appropriate, given the age and maturity of the pupils
- Are evidence-based and contain robust facts and statistics
- Fit into our curriculum plan
- Are from credible sources

- Are compatible with effective teaching approaches
- Are sensitive to pupils' experiences and won't provoke distress

We will make sure that when we consult parents/carers we provide examples of the resources that the school plans to use.

7. Use of external organisations and materials

We will make sure that an agency and any materials used are accurate, age and stage appropriate and unbiased and in line with our legal duties around political impartiality.

We **will**:

- Make appropriate checks and engage with external agencies to make sure that their approach to teaching about RSE is balanced, and it and the resources they intend to use:
 - Are age-appropriate
 - Are in line with pupils' developmental stage
 - Comply with:
 - This policy
 - The [Teachers' Standards](#)
 - The [Equality Act 2010](#)
 - The [Human Rights Act 1998](#)
 - The [Education Act 1996](#)
- Only work with external agencies where we have full confidence in the agency, its approach and the resources it uses
- Make sure that any speakers and resources meet the intended outcome of the relevant part of the curriculum
- Review any case-study materials and look for feedback from other people the agency has worked with

- Be clear on:
 - What they're going to say
 - Their position on the issues to be discussed
- Ask to see in advance any materials that the agency may use
- Know the named individuals who will be there, and follow our usual safeguarding procedures for these people
- Conduct a basic online search and address anything that may be of concern to us, or to parents and carers
- Check the agency's protocol for taking pictures or using any personal data they might get from a session
- Remind teachers that they can say "no" or, in extreme cases, stop a session
- Make sure that the teacher is in the room during any sessions with external speakers
- Inform all external organisations that the school is legally obliged to share all content with parents and carers
- Share all external materials with parents and carers

We **won't**, under any circumstances:

- Work with external agencies that take or promote extreme political positions
- Use materials produced by such agencies, even if the material itself is not extreme
- Work with agencies who don't allow their material to be shared with parents and carers

8. Roles and responsibilities

8.1 The governing board

The governing board will approve the RSE policy, and hold the headteacher to account for its implementation.

8.2 The headteacher

The headteacher is responsible for making sure that RSE is taught consistently across the school, for sharing all resources and materials with parents and carers, and for managing requests to withdraw pupils from [non-statutory/non-science] components of RSE (see section 9).

8.3 Staff

Staff are responsible for:

- Delivering RSE in a way that is sensitive, high-quality and appropriate for each year group
- Modelling positive attitudes to RSE
- Monitoring progress
- Responding to the needs of individual pupils
- Responding appropriately to pupils whose parents/carers wish them to be withdrawn from the [non-statutory/non-science] components of RSE
- Modelling positive behaviour and avoiding language that might perpetuate harmful stereotypes, and being conscious of everyday sexism, misogyny, homophobia and stereotypes
- Reporting any safeguarding concerns or disclosures that pupils may make as a result of the subject content to the school's designated safeguarding lead (DSL)

At North Baddesley Junior School, the following people are DSL's.

Miss Lucy Woolten (DSL)

Miss Victoria Rowlands (DDSL)

Miss Hannah Saint (DDSL)

Miss Emma Verlander (DDSL)

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

8.4 Pupils

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

9. Parents' right to withdraw

Parents/carers do not have the right to withdraw their child from relationships education.

Parents/carers have the right to withdraw their child from the [non-statutory/non-science] components of sex education within RSE.

Requests for withdrawal should be put in writing using the form found in Appendix 3 of this policy and addressed to the headteacher.

Alternative schoolwork will be given to pupils who are withdrawn from sex education.

A copy of any withdrawal requests will be placed in the pupil's educational record. The headteacher will discuss the request with parents/carers and take appropriate action and provide the parents/carers with their decision in writing.

In exceptional circumstances, for example because of a safeguarding concern or a pupil's specific vulnerability, the headteacher can refuse a request to withdraw the pupil from sex education. In such cases, the headteacher will inform the parent or carer of the decision in writing, explain the reasons for the refusal, and, where appropriate, offer a meeting to discuss the concerns further. The headteacher will also consider whether any additional support or reasonable adjustments are needed for the pupil and, if relevant, involve appropriate safeguarding or pastoral staff to ensure the pupil's wellbeing is prioritised. Alternative schoolwork will be given to pupils who are withdrawn from sex education.

10. Training

Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development calendar.

The headteacher will also invite visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSE.

II. Monitoring arrangements

The delivery of RSE is monitored by year leaders and the PSHE lead in the school through a range of quality assurance activities. These include regular scrutiny of curriculum planning and resources to ensure coverage is accurate, age-appropriate, and in line with statutory guidance; learning walks to observe the quality of teaching and pupil engagement; and lesson drop-ins to evaluate consistency of delivery across year groups. In addition, pupil voice activities are used to gather feedback on understanding, confidence, and the impact of RSE lessons. Findings from these monitoring activities are reviewed and used to inform staff development, curriculum refinement, and ongoing improvement planning.

Pupils' development in RSE is monitored by class teachers as part of our internal assessment systems.

The Head Teacher will review this policy on a two-year cycle. Following each review, the policy will be approved by the governing board to ensure it remains up to date, compliant, and aligned with best practice.

Appendix I: Curriculum map – On school Website

Appendix 2: By the end of primary school pupils should know

TOPIC	PUPILS SHOULD KNOW
Families and people who care for me	● That families are important for children growing up because they can give love, security and stability ● The characteristics of safe and happy family life, such as: commitment to each other, including in times of difficulty, protection and care for children and other family members, the importance of spending time together and sharing each other's lives ● That other children's families, either in school or in the wider world, sometimes look different from their own, but they should respect those differences and know that other families are also characterised by love and care ● That stable, caring relationships are at the heart of safe and happy families, and are important for children's security as they grow up ● That marriage and civil partnerships represent a formal and legally recognised commitment of 2 people to each other which is intended to be lifelong ● How to recognise if family relationships are making them feel unhappy or unsafe, and how to seek help or advice from others if needed

TOPIC	PUPILS SHOULD KNOW
Caring friendships	● How important friendships are in making us feel happy and secure, and how people choose and make friends ● The characteristics of friendships that lead to happiness and security, including: mutual respect, truthfulness, trust and trustworthiness, loyalty, kindness, generosity, sharing interests and experiences and support with problems and difficulties ● That healthy, caring and kind friendships are positive and welcoming towards others, and do not make others feel lonely or excluded. Pupils should learn skills for developing caring, kind friendships ● That not every child will have the friends they would like at all times, that most people feel lonely sometimes, and that there is no shame in feeling lonely or talking about it ● That most friendships have ups and downs, and that these can often be worked through so that the friendship is repaired or even strengthened ● About managing conflict with kindness and respect, and that violence is never right ● How to recognise when a friendship is making them feel unhappy or uncomfortable, and how to seek help or advice from others, if needed

Respectful, kind relationships

- The importance of respecting others, including in families and friendships. Pupils should be encouraged to discuss how we can balance the needs and wishes of different people, and why this can be complicated
- The importance of setting and respecting healthy boundaries in all relationships with friends, family, peers and adults
- How to communicate effectively: how to be assertive and express needs and boundaries and manage feelings, including disappointment and frustration
- That they can expect to be treated with respect and the importance of respecting others, including those who are different (for example: physically, in character, personality or background), or make different choices, or have different preferences or beliefs
- The practical steps they can take in a range of different contexts to improve or support their relationships
- The conventions of courtesy and manners
- The importance of self-respect and how this links to their own happiness. They should have opportunities to consider issues like self-esteem and building a sense of their own identity
- Pupils should have opportunities to discuss the difference between being assertive and being controlling, and the difference between being kind to other people and neglecting your own needs.
- About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help

TOPIC	PUPILS SHOULD KNOW
	• How to seek help when needed, including when they are concerned about violence, harm, or when they are unsure who to trust • What a stereotype is, and how stereotypes can be unfair, negative or destructive or lead to bullying and how to challenge a stereotype

Online safety and awareness

- That people sometimes behave differently online, including by pretending to be someone they are not and/or pretending to be a child
- That the same principles apply to online relationships as to face-to face relationships, including the importance of respect for others online including when we are anonymous
- The rules and principles for keeping safe online, how to recognise risks, harmful content and contact, and how to report them
- That there is a minimum age for joining most social media sites which protects children from inappropriate content or unsafe content with older social media users, who may be strangers, including other children and adults
- That it's important to be cautious about sharing any information about themselves online, and how to use privacy and location settings to protect their information online
- How to critically consider their online friendships and sources of information, including awareness of the risks associated with people they have never met
- How information and data is shared and used online, including where pictures or words might be circulated
- Online risks, including that any material provided online might be circulated, and that once a picture or words has been circulated there is no way of deleting it everywhere and no control over where it ends up
- That the internet contains a lot of content that can be inappropriate and upsetting for children, and where to go for advice and support when they feel worried or concerned about something they have seen or engaged with online

TOPIC	PUPILS SHOULD KNOW
Being safe	• What sorts of boundaries are appropriate in friendships with peers and others (including in a digital context). This can include learning about boundaries in play and in negotiations about space, toys, books, resources for example • About the concept of privacy and the implications of it for both children and adults, including that it's not always right to keep secrets if they relate to being safe • That each person's body belongs to them, and the differences between appropriate and inappropriate or unsafe physical, and other, contact • How to respond safely and appropriately to adults they may encounter (in all contexts, including online) including those they do/don't know • How to recognise when a relationship is harmful or dangerous, including skills for recognising who to trust and who not to trust • How to report concerns or abuse, about something seen online or experienced in real life, or feelings of being unsafe or feeling bad about any adult, and the vocabulary and confidence needed to do so • Where to get advice, for example from their family, school and/or other sources

Appendix 3: Parent/carer form requesting their child's withdrawal from sex education within RSE

TO BE COMPLETED BY PARENTS/CARERS			
Name of child		Class	
Name of parent/carer		Date	
Reason for withdrawing from sex education within relationships and sex education			
Any other information you would like the school to consider			
Parent/carer signature			

TO BE COMPLETED BY THE SCHOOL

Agreed actions from discussion with parents/carers	Include notes from discussions with parents/carers and agreed actions taken. E.g: Joe Bloggs will be taking part in all relationships lessons and during the sex education lessons, he will be working independently on a project in the year 5 classroom