



Staff Member Responsible:	KCH
Date Written/Issue Number:	November 2014/v7
Policy Review Date:	October 2025
Date of Consultation (if applicable):	October 2025
Approved by Governors:	18.11.25
Date of Next Review:	October 2026
Required on Website:	Yes

The Gilberd School

Relationships, Sex and Health Education Policy (RSHE)

Context

At The Gilberd School, Relationships, Sex and Health Education (RSHE) is a vital component of the **Personal Development Curriculum** and an integral part of our safeguarding education. RSHE prepares students for life beyond school by equipping them with the knowledge, skills, and values needed to make safe, informed, and respectful choices.

We recognise that students come from diverse backgrounds with varying levels of experience, understanding, and maturity. Our programme is designed with this in mind, aiming to address misinformation—particularly that encountered via social media and other online platforms—while promoting responsible attitudes and behaviour.

While we respect and support the role of parents/carers in educating their children, we acknowledge that not all young people will receive the same level of information or guidance at home. Our RSHE curriculum, therefore, offers a sensitive and inclusive framework to support all students, covering the physical, emotional, social and moral aspects of human development and healthy relationships.

This policy is informed by:

- DfE statutory guidance on Relationships Education, Relationships and Sex Education (RSE), and Health Education (July 2025)
- The Children Act 2004, The Children and Families Act 2014
- The PSHE Association's RSHE guidance (2019)
- Ofsted's report "Not Yet Good Enough: PSHE Education in Schools" (2013)

1. What is Relationships, Sex and Health Education?

RSHE is lifelong learning about physical, emotional and social development. At the Gilberd, we focus on:

- Ensuring that students are aware of the importance of healthy relationships (including friendships and family).
- The emotional, moral, and ethical dimensions of sexual development
- Reproduction, consent, contraception, and sexual health
- Personal identity and self-respect

RSHE is **not** about promoting sexual activity or any particular lifestyle. It is about helping students develop confidence, make informed decisions, and cultivate respectful and caring relationships.

2. Principles and values

At the Gilberd School, RSHE is underpinned by the following values:

- Be an integral part of the lifelong learning process, from early childhood through to adult life.
- Be an entitlement for all young people.
- Be inclusive, ensuring that students of all genders, cultures, ethnicities, and abilities feel respected and supported.
- Support family commitment and love, respect and affection, knowledge and openness. Family is a broad concept; not just one model, e.g. nuclear family. It includes a variety of types of family structure, and acceptance of different approaches.
- Encourage students and teachers to share and respect each other's views. We are aware of different approaches to sexual orientation, without promotion of any particular family structure. The important values are love, respect and care for each other.
- Generate an atmosphere where questions and discussion on sexual matters can take place without any stigma or embarrassment.
- Recognise that the wider community has much to offer in the delivery of Relationships, Sex and Health Education. We aim to work in partnership with health professionals and other advisers.

There are three main strands that underpin our teaching rationale of why RSHE education is important.

- a) To develop and understand the importance of attitudes and values and how these are formed.
- b) To develop students' personal and social skills so that they are equipped to make healthy, safe and respectful decisions.
- c) To develop students' knowledge and understanding of relationships, sex and health so that they are equipped to be able to cope with growing up, physically and emotionally.

3. Aims

Our RSHE programme aims to:

- Provide accurate, age-appropriate knowledge about human development and relationships.
- Foster emotional resilience, empathy, and respect for others.
- Promote students' physical, emotional, and mental well-being.
- Equip students to make safe, informed, and responsible decisions.
- Develop understanding of the law in relation to sexual behaviour, consent, online safety, and safeguarding.

4. Organisation and content of Relationships, Sex and Health Education

RSHE is delivered through a combination of:

- The Personal Development Curriculum
- Religious Education (RE) and Science lessons (KS3–KS4)
- Drop-down days and enrichment activities
- Tutorial programme and Computer Science lessons (particularly around online safety) and assemblies

Where appropriate, **external professionals** (e.g. school nurses and trained facilitators) may support delivery. All teaching is in line with this policy and statutory guidance.

Core themes include:

- Building healthy relationships, including friendships and family life.
- Understanding consent, peer pressure and personal boundaries.

- Education about contraception, sexual health and reproduction.
- Safety online, including impact of social media and pornography on relationships.
- Developing emotional resilience and the ability to manage complex feelings.

RSHE is usually delivered in mixed-gender groups, unless there is a specific need to separate by gender for sensitivity or appropriateness of the topic.

5. Inclusion

The Gilberd School is committed to the provision of RSHE to all of its students and aims to recognise the diversity of students' faiths and family backgrounds. The content of lessons taught reflect the different views of these faiths and backgrounds.

Students with Special Needs

We ensure that all young people receive Relationships, Sex and Health Education, and we will offer provision appropriate to the particular needs of all our students. There may be occasions when additional support for students with special educational needs is given either in a one to one, or small group setting. This will be organised after liaison with parents/carers.

Sexual identity and sexual orientation

RSHE is delivered in a respectful, inclusive manner. We address issues of sexual orientation and gender identity sensitively and without bias, supporting all students to understand and respect diversity.

6. Right to withdraw students from Relationships, Sex and Health Education

Parents/carers have the right to withdraw their child from some or all of the sex education elements of RSHE, except those that are part of the National Curriculum. This right can be exercised up to three terms before a child turns 16, after which the decision lies with the student.

To request withdrawal, parents/carers should:

- Contact the Headteacher in writing
- Attend a meeting to discuss the request, understand the curriculum, and explore concerns
- Understand that once a child is withdrawn, they will remain out of RSHE lessons until the request is withdrawn in writing

Students will be supervised while they complete independent study if they have been withdrawn from RSHE lessons.

7. Confidentiality, controversial and sensitive issues

This policy is aligned with the Alpha Trust Child Protection and Safeguarding policies.

Effective RSHE may bring about disclosures of a safeguarding nature. If a teacher is concerned that a student is at risk of sexual abuse, they must follow the school's safeguarding procedures, referring the matter as a cause for concern to the Designated Safeguarding Lead.

If a member of staff learns from an under 16-year-old that they are sexually active or contemplating sexual activity, the school will ensure that:

- The young person will be persuaded, wherever possible, to talk to a parent/carer and if necessary to seek medical advice.

- Child Protection issues will be considered and referred to the Designated Safeguarding Lead following the school's safeguarding procedures.
- The young person will be advised about contraception, including information about where young people can access contraception and advice services provided by the NHS.

Staff are not permitted to promise confidentiality. Any concern for a student's safety or well-being will be reported in line with the school safeguarding policy.

8. Monitoring and Evaluation of Relationships Sex and Health Education

The RSHE provision will be monitored by the Subject Lead for Personal Development in consultation with senior leaders.– The Local Governing Body will ensure that the Relationships, Sex and Health Education (RSHE) Policy complies with national requirements and recommendations.

The content of both the Personal Development lessons and drop-down days are evaluated and adapted each time they are taught. Feedback is received from staff and students throughout the year. Staff receive training to ensure lessons are delivered in an age-appropriate manner and recognise the needs of the students.

Related policies:

This policy should be read alongside the following school policies:

- Anti-Bullying Policy
- Child Protection Policy
- Equality Statement
- E-Safety policy