



# Winchmore School

learning to realise potential

## RSHE Policy



Last Reviewed:	February 2025
Next Review Date:	February 2026
Review Committee:	Resources



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## **POLICY STATEMENT**

This policy supplements and should be read in conjunction with the Department for Education statutory guidance for Relationships, Sex and Health Education (RSHE), Equality Act 2010 and the Equality information and objectives (public sector equality duty) statement for publication 2014.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1019542/Relationships\\_Education\\_Relationships\\_and\\_Sex\\_Education\\_RSE\\_and\\_Health\\_Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1019542/Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education.pdf)

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

[https://www.equalityhumanrights.com/sites/default/files/psed\\_guide\\_for\\_schools\\_in\\_england.pdf](https://www.equalityhumanrights.com/sites/default/files/psed_guide_for_schools_in_england.pdf)

The Governing Body and School Leadership are committed to ensure that students are educated on relationships, sex and health education, as well as ensuring the development of their personal, social and emotional growth and education, alongside providing opportunities for citizenship and enterprise education.

It is essential to the achievement of inclusivity, equality and safeguarding to ensure that access to the right knowledge, skills, and support is available to staff when they need it and that this is widely communicated and understood.

All managers and staff must lead by example by demonstrating best practice in relationships, sex and health education and ensuring that wherever possible, that all management decisions further the objectives and aims set out in this policy.

Education and training in relationships, sex and health education, alongside equal opportunities is integral to achieving an inclusive, tolerant and equal culture which benefits all staff, parents/carers, pupils, visitors and contractors who work in our premises and improves the quality of our service.

The governing Body will review this policy annually.

**Jim Orros**  
**Chair of Governors**

**Jim Owen**  
**Headteacher**

**Date: February 2025**

## PURPOSE

This policy has been created by the RSHE Coordinator following the new Statutory Guidance for Relationships and Sex Education (RSE) and Health Education (RSHE) from the Department for Education (DfE). This policy has been prepared in line with the DfE, PSHE Association, Local Authority and Government guidance.

The purpose of the Winchmore School RSHE policy is to:-

- Clarify the legal requirements and responsibilities of the school
- Reinforce the education, inclusivity and equality of all pupils and others of the school
- Clarify the approach to Relationships, Sex and Health education for all staff, pupils, governors, parents/carers, external agencies and the wider community
- Enable staff to deal with any forms of refusal to participate and request to withdraw in the best interests of those involved and in line with DfE requirements
- Ensure that the response to incidents relating to discrimination, harassment or victimisation complements the Equality Act and the overall values and ethos of our school

This policy will be sent to all members of staff. It will be discussed at Year Team Meetings. This policy will be reference in any staff training for RSHE. A copy will also be displayed on the school website and a hard copy will be stored in the policy handbook in the office and referenced within and through the Tutor handbook.

The DfE stipulates that schools will be required to consult with parents when developing and reviewing their RSE policy, which will inform schools' decisions on when and how certain content is covered. Effective engagement gives the space and time for parents to input, ask questions, share concerns and for the school to decide the way forward. Winchmore will listen to parents' views, and then make a reasonable decision as to how we will proceed. When and how content is taught is ultimately a decision for the school, and consultation does not provide a parental veto on curriculum content.

Therefore, Winchmore aims to:-

- Communicate with our parents/carers about RSE and Health Education
- Give opportunity to read through RSE and Health Education guidance
- Give opportunity for parents/carers to comment and feedback/raise concerns with curriculum and delivery with deadline to submit concerns
- Give parents/carers an opportunity to highlight any particular needs they feel their child(ren) have when learning about topics
- Directing parents/carers to the FAQs on DfE and curriculum guidance from PSHE Association

Once ratification of this Policy has been provided by the Full Governing Board, the above will take place.

**See Appendix 1 for the Curriculum Intent, Parental Engagement Document and Overview for 2024-2025**

## **RESPONSIBILITIES**

It is the responsibility of the RSHE Coordinator to liaise with Heads of Year (HoY) and the Pastoral Senior Leadership Team (SLT) in order to prepare the curriculum in line with the DfE guidance to establish the 'age-appropriate' content and that the needs of each cohort are being delivered accordingly.

It is the responsibility of tutors and accredited external agencies to deliver the content put together by the RSHE Coordinator. At times, the RSHE Coordinator, as well as other subject specialists within the school may deliver content.

It is the responsibility of the Heads of Year, Assistant Heads of Year and RSHE Coordinator to ensure that delivery is taking place in line with the curriculum overview and in accordance with the Staff Handbook, Tutor Handbook and Equal Opportunities Policy.

Tutors should log concerns via SIMS and liaise with the relevant Head of Year/ RSHE Coordinator and Behaviour Team to ensure any matters are followed up accordingly.

It is the responsibility of the Senior Leadership Team (SLT) to ensure that no member of staff discriminates, harasses or victimises another member of staff, student, parent/carer, visitor or other external agency.

## **ARRANGEMENTS FOR IMPLEMENTING THE POLICY**

This policy will be implemented through consultation with staff via HoY and as an agenda item at Year Team Meetings and referred to within the Staff Code of Conduct/Handbook.

This policy will also be referred to and embedded within the following policies at Winchmore as shown within Appendix 2:-

1. Safeguarding and Child Protection Policy and Procedures
2. Special Educational Needs and Disabilities
3. Equal Opportunities Policy
4. Anti- Bullying Policy
5. Behaviour Policy/School Substance Misuse Policy
6. Careers Advisor Access Policy
7. E- Safety Policy
8. Health and Safety Policy
9. Internet Safety and Social Media

As stated, this policy is in line with the RSHE statutory Guidance from DfE, as well as the following and shown within Appendix 3:-

1. Equality Act 2010
2. Keeping Children Safe in Education
3. Equality information and objectives (public sector equality duty) statement for publication 2014
4. Teaching Standards

## **Working with Outside Agencies**

Outside agencies will at various times be involved in the school with regard to the delivery of RSHE.

The following guidelines should be followed:-

- Visits by outside agencies will be coordinated by RSHE Co-ordinator or HoY, who will inform the Nominated Senior Teacher
- Outside agencies working in schools should be sent a copy of the school policy and will be expected to follow school procedures
- Outside agencies will be invited to have an input into the school curriculum provided that the input is educationally sound and supports the educational aims as described in this policy

## **LEGAL REQUIREMENTS**

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. They also make Health Education compulsory in all schools except independent schools.

In supporting the personal, social and emotional aspects of our students, the RSHE programme also reflects the ethos of the school, whole school policies and statutory policies. The previous policies referred to, as well as the following are relevant and are shown in *Appendix 2* are relevant;

1. Careers Advisor Access Policy
2. E- Safety Policy
3. Health and Safety Policy
4. Internet Safety and Social Media

Please click on the link below go to page 7 to see government guidance which should be read in conjunction with this policy.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/908013/Relationships\\_Education\\_Relationships\\_and\\_Sex\\_Education\\_RSE\\_and\\_Health\\_Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908013/Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education.pdf)

## **Parental/Carer Right to Withdraw**

Parents have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory RSE. Before granting any such request it would be good practice for the Headteacher (and/or RSHE Co-ordinator) to discuss the request with parents and, as appropriate, with the child to ensure that their wishes are understood and to clarify the nature and purpose of the curriculum. The School will document this process to ensure a record is kept.

Good practice is also likely to include the Headteacher discussing with parents the benefits of receiving this important education and any detrimental effects that withdrawal might have on the child. This could include any social and emotional effects of being excluded, as well as the likelihood of the child hearing their peers' version of what was said in the classes, rather than what was directly said by the teacher (although the detrimental effects may be mitigated if the parents propose to deliver sex education to their child at home instead).

Once those discussions have taken place, except in exceptional circumstances, Winchmore School will respect the parents' request to withdraw the child, **up to and until three terms before the child turns 16**. After that point, if the child wishes to receive sex education rather than be withdrawn, the school should make necessary arrangements to provide the child with sex education during one of those terms in line with DfE guidance.

There is no right to withdraw from Relationships Education or Health Education. The DfE Guidance for Parents/Carers on the new RSE framework can be found within **Appendix 1**.

## **RSHE EDUCATION**

The RSHE programme is a compulsory weekly subject which is a part of the RSHE curriculum, through which students develop the knowledge, skills and personal qualities they need to keep themselves and others healthy and safe, as well as preparing for life and work in modern Britain and developing their knowledge and appreciation of cultural capital.

RSHE is embedded into the school day and students are given the opportunity to think independently about themselves, others and issues within the world today. The RSHE programme contributes to the academic and pastoral development for students and is delivered once a week during tutor time and is in line with the new RSHE Curriculum and the updated Keeping Children Safe in Education guidance from the DfE.

The content is covered through power points, videos, imagery, news articles, alongside discussions and varied tasks. RSHE will also be led by the RSHE Coordinator, specialist teachers in parts, as well as external speakers within an assembly/workshop setting. Performances and plays are also included within the RSHE programme to provide a variety of learning styles. Due to the nature of the RSHE programme, some topics will also be covered in more detail across other curriculum areas, such as Religious Education, Science, English, ICT, PE, Technology and other areas.

Our RSHE programme covers the required themes as set out in Relationships Education, Relationships and Sex Education (RSE) and Health Education: Statutory guidance for governing bodies, proprietors, head teachers, principals, senior leadership teams, teachers, with a specific focus on:-

- Families
- Respectful relationships, including friendships
- Online and media
- Being safe
- Intimate and sexual relationships, including sexual health
- The Law
- Mental wellbeing
- Internet safety and harms
- Physical health and fitness
- Healthy eating
- Drugs, alcohol and tobacco
- Health and prevention
- Basic first aid
- Changing adolescent body

Please see **Appendix 1** for the programme of study in each group for 2024- 2025. This will vary for the academic year 2025-2026 to fully incorporate all aspects and to ensure all years cover the required content since implementation of the new framework.

### **Educational Aims**

- To build upon knowledge acquired at primary school and develop pupils' understanding of health, with an increased focus on drugs and alcohol, intimate relationships and sex, mental wellbeing and healthy lifestyle choices
- To provide opportunities for students to learn, achieve and develop self-confidence, self-worth, self-esteem and encourage personal autonomy and self resilience
- To provide essential knowledge, skills and understanding relating to students spiritual, moral, social and cultural development
- To successfully manage their academic, personal and social lives in a positive way and how their choices relate to their future
- To develop skills relating to problem solving, critical analysis, and conflict resolution to enable our students to make independent and informed decisions
- To encourage respect for the natural environment, together with an appreciation of the natural world
- To provide guidance and awareness of the increasingly complex world both on and offline
- To enable pupils to identify what the Equality Act and the British Values are and how they are embedded within our ethos and community at Winchmore and how they promote cultural capital
- To provide accurate information relating to the legal position of discrimination, harassment and victimisation, as well as the impact of those experiencing the same
- To widen their understanding of the impact this has on the wider community and society as a whole
- To ensure all students realise their right to learn and reach their full potential, regardless of their sex, race, disability, religion or belief, sexual orientation, gender reassignment or pregnancy
- To provide 1:1 support via the Pastoral members of staff at Winchmore, to include HoY, RSHE Coordinator, Behaviour Team, Counselling/ Wellbeing Team, Inclusion Faculty and Safer Schools' Officer

### **Inclusive and Accessible Curriculum**

The Equality Act 2010 makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, in the way it provides education for pupils, in the way it provides pupils access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. The protected characteristics include a pupil's sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity and these topics are delivered to our students within the RSHE curriculum.

RSHE is a compulsory programme and it is the responsibility of the member of staff delivering the lesson to ensure that all pupils within the class are catered for so that topics are inclusive and accessible to all. All students will remain in form groups for RSHE lessons. Pupils with SEND or pupils who have been identified as likely to need SEMH (social, emotional, mental health) support with RSE will either receive the support of a Teaching Assistant during their RSHE lessons, or arrangements will be made for specific students to be withdrawn from their form class and provided with 1:1/small group lessons, particularly through the Learning Studios.

## Appendix 1

Curriculum Intent - [click here to view](#)

Parental Engagement Document - [click here to view](#)

[Curriculum Overview](#)

DfE Guidance for Parents/ Carers on new RSHE framework - [click here to view details](#)

## Appendix 2

- [Equal Opportunities Policy](#)
- [Safeguarding and Child Protection Policy](#)
- [SEND Policy](#)
- [Anti-Bullying Policy](#)
- [Behaviour Policy](#)
- [Drugs Policy](#)
- [Careers Advisor Access Policy](#)
- [E-Safety Policy](#)
- [Health and Safety Policy](#)

## **Appendix 3**

Relationships, Sex and Health Education

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1019542/Relationships\\_Education\\_Relationships\\_and\\_Sex\\_Education\\_RSE\\_and\\_Health\\_Education.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1019542/Relationships_Education_Relationships_and_Sex_Education_RSE_and_Health_Education.pdf)

Equality Act 2010

<https://www.legislation.gov.uk/ukpga/2010/15/contents>

Equality information and objectives (public sector equality duty) statement for publication 2014

[https://www.equalityhumanrights.com/sites/default/files/psed\\_guide\\_for\\_schools\\_in\\_england.pdf](https://www.equalityhumanrights.com/sites/default/files/psed_guide_for_schools_in_england.pdf)

Keeping Children Safe in Education

[https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping\\_children\\_safe\\_in\\_education\\_2024.pdf](https://assets.publishing.service.gov.uk/media/66d7301b9084b18b95709f75/Keeping_children_safe_in_education_2024.pdf)

Teaching Standards

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/665522/Teachers\\_standard\\_information.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/665522/Teachers_standard_information.pdf)