



Relationship and Relationship and Sex Education and PSHE Policy

This policy applies all pupils in the school

Created: August 2026

Reviewed: Sept 2026

Next Review: August 2027

Relationships, Health and Sex Education (RSHE) Policy (Compliant with DfE Statutory Guidance for September 2025)

Introduction and Scope

This policy details the approach the school will take to the content and delivery of (Life Skills), our bespoke programme to ensure that children at -- School thrive while at the school and in the future.

The Life Skills programme at -- School is delivered through

- **Dedicated timetabled lessons**
- **Within specialists subjects**
- **As part of the co- and super- curriculum**

The Life Skills programme will

- Be the medium for the delivery of Statutory Relationships Education, Relationships and Sex Education and Health Education in line with the guidance published by the Department for Education in July 2025, to come into effect September 2026.
- Enable pupils to access Non-statutory Personal, social, health and economic (PSHE) education as outlined in Guidance for Personal, social, health and economic (PSHE) education September 2021.
- Actively promote fundamental British values—democracy, the rule of law, individual liberty, and mutual respect/tolerance—to strengthen safeguarding under the Prevent strategy
- Enrich the educational and life experiences of the pupils at -- school through bespoke activities and content

Life Skills and Delivering RSE

High-quality, evidence-based Relationships, Sex, and Health Education (RSHE) provides children and young people with the knowledge and skills for informed, ethical decisions regarding wellbeing, health, and relationships. It prepares them for adult life, promoting moral, social, mental, and physical development, and fostering positive traits like resilience and integrity. Effective RSHE helps prevent harm by enabling young people to identify when things are wrong. RSHE is part of the school curriculum, allowing flexibility in implementation.

The school will follow the guiding principles for RSHE delivery

1. **Pupil Engagement:** Involve pupils to ensure the curriculum is relevant and engaging.
2. **Parental Transparency:** Engage parents, be transparent about all RSHE materials, and ensure parents are aware of their right to withdraw children from sex education (with an opt-back-in provision).
3. **Positivity:** Focus on building positive attitudes and skills, promoting healthy norms, and avoiding language that normalises harmful behaviour.
4. **Careful Sequencing:** Cover all statutory topics, starting early, and sequence teaching to proactively equip pupils with knowledge before relevant experiences occur.
5. **Relevant and Responsive:** Ensure the curriculum is relevant, age/stage-appropriate, accessible, and responsive to local issues, potentially working with local partners.
6. **Skilled Delivery:** Use school staff or trained external providers with the necessary knowledge and skills to deliver participative education in a safe, supportive environment, trained in safeguarding and handling disclosures.
7. **Whole School Approach:** Deliver the curriculum as part of a wider school strategy for wellbeing and positive relationships, supported by other school policies

Differentiation between Relationships Education and Sex Education

Relationships Education (RE) and Health Education (HE)

These are compulsory for all pupils. RE focuses on building positive and safe relationships with others, covering topics like families, friendships, and staying safe online and offline. Everyone has relationships with others. Relationships education should equip pupils with the knowledge and skills they need to act with kindness and respect in all their relationships as they grow into adulthood, to enjoy their relationships, and to keep themselves and others safe. Relationships education will focus on how to form and sustain positive relationships but will also help children identify risks and harms.

This education can include sensitive topics, such as sexual violence, to equip children with the knowledge to keep themselves safe and know how to report concerns. Relationships education may therefore include topics related to preventing sexual abuse, for example, or avoiding sharing inappropriate material online. RE will **not** involve explaining the detail of different forms of sexual activity.

Sex Education (Secondary)

Sex Education in Secondary year groups will be delivered in the context of Relationships and Sex Education. The focus of secondary RSE is to build on the primary relationships content by offering information for healthy, safe, and nurturing relationships.

It should equip young people with knowledge to avoid sexually transmitted infections and unplanned pregnancies, and to keep themselves and others safe later in life. Effective RSE emphasizes self and mutual respect, discouraging early sexual experimentation. It fosters confidence and self-esteem, empowering young people to make informed choices about safe, healthy sexual relationships at the age of consent and to resist pressure.

Teaching should be interactive, allowing pupils to develop skills and critically discuss complex scenarios. Secondary RSE will cover abusive behavior, stressing that victims are never at fault, and addressing different forms of abuse sensitively. For pupils in unhealthy or unsafe situations, including at home, schools provide essential consistency and support.

Details of the content of secondary RSE curriculum for the school can be found within this policy, the content is in line with the course content outlined on pages 13 to 19 of Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory guidance for governing bodies, proprietors, head teachers, principals, senior leadership teams, and teachers July 2025

Sex Education (SE): This is taught within the statutory Science curriculum (e.g., human reproduction) and, for secondary pupils, may include non-statutory content delivered in PSHE. It is this non-statutory SE content from which parents have the right to withdraw their child (see Section 4). The non-statutory SE content will be clearly identified in curriculum documentation shared with parents.

Parents' right to request withdrawal from sex education

In primary schools, head teachers must automatically grant a request for withdrawal from sex education, except for content taught in science. Parents cannot withdraw pupils from relationships and health education, or topics taught as part of the science curriculum, including those related to

puberty or sexual reproduction. Relationships education focuses on forming positive relationships, acting with respect, and identifying risks/harms (e.g., preventing sexual abuse, avoiding inappropriate online sharing) without detailing sexual activity. Health education may include correct terms for body parts in primary, also without detailing sexual activity.

In secondary schools, withdrawal can be refused in exceptional circumstances, e.g. safeguarding concerns or if a pupil is considered vulnerable

Procedure: A formal written request must be submitted to the Headteacher. The Headteacher will discuss the request with the parents and consider the reasons. If the request is granted, the Headteacher will ensure the child receives appropriate alternative supervised education.

Right to Overrule: The Headteacher must grant the request up to and until three terms before the child turns 16, unless the Headteacher considers that there are exceptional circumstances. From the age of 16, if the pupil wishes to receive the non-statutory SE, they can override their parent's wish to withdraw them.

A pupil can choose to opt back into sex education from three terms before they turn 16, even if a parent requested withdrawal; schools must inform pupils of this option. If a pupil is withdrawn, the school must provide appropriate, purposeful alternative education.

PSHE and RSHE Subject Content, Delivery, and Responsibility

At Ealing Independent College, the Jigsaw PSHE and RSHE programme is followed. This ensures full coverage of all statutory elements of the programme. The Jigsaw website can be found at: <https://jigsawpshe.online/>

Jigsaw is a spiral curriculum, with six Jigsaw “puzzles” (units) taught across each year. The units are as follows:

1. **Being Me in My World:** Covers self-identity, group dynamics, peer pressure, and how students fit into school and global communities.
2. **Celebrating Difference:** Focuses on anti-bullying (including cyber and homophobic bullying), equality, diversity, and the Protected Characteristics.
3. **Dreams and Goals:** Explores personal aspirations, career pathways, goal-setting, and societal contribution.
4. **Healthy Me:** Addresses physical health choices, nutrition, exercise, sleep, and lifestyle risks such as drugs and alcohol.
5. **Relationships:** Examines communication skills, conflict resolution, family structures, intimate relationships, and bereavement.
6. **Changing Me:** Delivers age-appropriate RSHE focused on emotional and physical changes during adolescence, self-image, and coping positively with change.

Subject Area	Key Content Areas	When Taught	Responsibility	External Providers
Relationships Education (RE)	Families and people who care for me, caring friendships, respectful relationships, online relationships, and being safe. (e.g., safeguarding, sexual violence prevention)	Taught across all Key Stages as part of PSHE (Personal, Social, Health and Economic Education) and woven into other curriculum areas.	Student Directors	The school may engage local community police officers or specialist safeguarding charities to deliver specific safety-focused sessions.
Health Education (HE)	Mental wellbeing, internet safety and harms, physical health and fitness, healthy eating, drugs, alcohol and tobacco, health and prevention, basic first aid, and changing adolescent body.	Primarily delivered in discrete PSHE lessons, Science, and PE curriculum time.	Student Directors/Head of Science	Trained first aid professionals may be utilised for specific health and first aid content.
Sex Education (SE)	Human reproduction, puberty and emotional health, understanding different forms of sexual activity (in secondary only, to a level appropriate to age and maturity, without detailing different forms of sexual activity).	Taught as part of the Science curriculum (statutory) and in non-statutory modules during PSHE (Secondary only).	Student Directors	KIP Education, a specialist provider, will be used to deliver this

Safeguarding and RSHE

Within the curriculum design there are opportunities to teach safeguarding within the RSE and Health curriculum in accordance with KCSIE 2025 (para 130), which states: *Preventative education is most effective in the context of a whole-school or college approach that prepares pupils and students for life in modern Britain and creates a culture of zero tolerance for sexism, misogyny/misandry, homophobia, biphobic and sexual violence/harassment... These will be underpinned by the school/college's behaviour policy, the Equal Opportunities policy and pastoral*

*support system, as well as by a planned programme of evidence-based RSHE delivered in regularly timetabled lessons and reinforced throughout the whole curriculum. Such a programme should be fully inclusive and developed to be age and stage of development appropriate (especially when considering the needs of children with SEND and other vulnerabilities). **NB: If any safeguarding issues are raised during RSHE lessons, the school will refer to its Safeguarding policy***

Accessibility and Equality of Opportunity for Pupils

Classroom practice and pedagogy will take into account pupils' development, age, ability, readiness and cultural background, protected characteristics and pupils with SEND and will be adjusted accordingly to enable all students to access the learning.

The school is committed to ensuring all RSHE content is made accessible to all pupils, including those with Special Educational Needs or Disabilities (SEND), the school will act in line with its SEND policy ensuring

- **Differentiation:** Teaching staff will employ appropriate differentiation strategies to meet individual needs as identified in provision maps or Education, Health and Care (EHC) Plans.
- **Specialist Support:** Pupils who require it will be supported by teaching assistants or specialist staff. The content will be delivered in a safe and supportive environment, ensuring sensitive topics are handled with care and sensitivity appropriate to their developmental stage.

We will use PSHE and RSE education as a way to address diversity issues and to ensure equality for all by addressing contextual issues identified through our pastoral management system and wellbeing surveys. PSHE and RSE delivery is designed to comply with the Equality Act 2010. Provisions within the Equality Act allow the School to take positive action, where it can be shown that it is proportionate, to deal with particular disadvantages affecting one group because of protected characteristics.

Relationships Education {Prep} and Relationships and Sex Education (RSE) takes account of the faith of individual pupils as well as the nature of the faith of the school whilst helping pupils from all backgrounds build positive and safe relationships and to thrive in modern Britain. When planning for teaching the religious background of pupils will be observed so that topics are appropriately handled.

The school recognises that due to the nature of RSHE content the pupils may be challenged personally, socially and emotionally, and the above adjustments will consider this factor in developing access plans for pupils with needs in these areas that may be part of the school care plans in addition to the SEN register.

Monitoring and Evaluation

The RSHE curriculum is monitored and evaluated to ensure it is effective, relevant, and compliant with current guidance.

- **Monitoring:** The Head of PSHE will conduct regular lesson observations, scrutinise planning, and review pupil work. Pupil and staff voice surveys will be used to gather feedback on the quality and impact of the provision.
- **Assessment:** the subject will not be subject to formal summative assessment, staff will incorporate a range of activities to establish the development of pupils knowledge and

understanding of the topics covered through review and discussion at relevant points in units.

- **Evaluation:** The policy and curriculum will be formally evaluated by the Governing Body's Academic Committee on an annual basis. Key performance indicators will include pupil confidence in discussing relationships, knowledge of safety and wellbeing, and statutory compliance.

Openness and Access to Curriculum Materials

Schools will take steps to pro-actively engage parents and make sure they are aware of what is being taught in RSHE. Parents have the right to view the curriculum materials used in RE, HE, and SE to help them prepare their child for the lessons and reinforce learning at home.

The school will invite parents into school to discuss

- curriculum content
- the importance of RSHE for wellbeing and safety
- any concerns
- parents in managing conversations with their children about RSHE topics
- parents views when developing and reviewing their RSE policies

All of the above will be considered in the context of consultation with parents.

Materials

- **Access:** A comprehensive outline of the RSHE curriculum, including the specific topics taught in each year group, will be published on the school's website.
- **Viewing:** Detailed lesson plans, slides, and resources used for the non-statutory SE content will be made available will be facilitated through scheduled viewing sessions or secure digital access. Where the school uses copyrighted resources this will not limit parents ability to view content.

Parents are not able to veto curriculum content, where the school will share content of copyrighted schemes it will note the authorship. Where schools share copyrighted scheme content with parents both parties are bound by copyright in that the materials cannot be copied or shared further.

Answering Questions (Primary and Withdrawn Pupils)

Teachers are trained to handle sensitive questions appropriately and to ensure the curriculum boundaries are maintained.

- **Primary School (SE Topics Not Covered):** If a primary pupil asks a question relating to sex education that is not part of the primary curriculum, the teacher will answer truthfully and accurately, but only with simple, age-appropriate information that is relevant to the question asked. The teacher will not introduce concepts that are not intended for the primary curriculum.
- **Pupils Withdrawn from SE:** If a pupil who has been withdrawn from non-statutory SE asks a related question, the teacher will follow the same principle as in primary school—answering truthfully but limiting the response to simple, factual, and age-appropriate information, ensuring the content of the withdrawn lesson is not delivered outside of the formal setting.

Life Skills and PSHE

The PSHE curriculum includes the delivery of essential life skills, for example money management, maintaining a healthy lifestyle, character education, oracy and preparedness for the world of work. Parent and student views are taken into account when deciding which topics to include in this programme.

PSHE will be used to deliver statutory curriculum content and non-statutory PSHE, this section of the policy addresses the statutory duty of -- School with regard to Fundamental British Values (FBV) and the Prevent Strategy, as well as the delivery of non-statutory PSHE.

PSHE is an important and necessary part of all pupils' education. Teachers have the flexibility to tailor their local PSHE programme to reflect the needs of their pupils and the values of the school. The PSHE programme will equip pupils with a sound understanding of risk and with the knowledge and skills necessary to make safe and informed decisions. PSHE education will build, where appropriate, on the statutory content already outlined in the national curriculum for RSHE.

As well as PSHE lessons, the delivery of lifeskills will be delivered by other methods in the college. For example, the Head of Careers will offer careers activities such as Morrisby testing and one to one careers interviews, and there will be initiatives relating to matters such as character education and oracy. We have an active Student Leadership Team who run activities including a Student Council and an Eco Council, and students can also take part in our peer mentoring programme as either mentors or mentees. All of these activities are intended to strengthen the students' readiness for life outside of college.

Programme of Study

Parents can access further details of the programme of study through the school website / portal.

Policy Production, Approval, and Review

- **Production:** This policy has been drafted following consultation with parents, staff, pupils, and the Governing Body, ensuring it reflects the school's ethos, values, and the statutory requirements of the DfE guidance. Parental and student views are frequently taken into account through the analysis of results of surveys, and also through the Student Council. Parents were invited to view Jigsaw resources and provide feedback before the final decision was made to use Jigsaw.
- **Approval:** This policy was approved by the Education Directors of Ealing Independent College
- **Review:** This policy will be formally reviewed and ratified by the Governing Body annually or sooner if there are significant changes to statutory guidance or school circumstances.