



### **Our Mission**

To transform young lives and build resilient communities through high-quality alternative education

### **Our Vision**

“An empowered generation of employable young people making a positive contribution to society”

### **Our Core Values**

Here at Employability Solutions, we have shared values that guide us as we live, learn, and work together;  
“Living Our Values Everyday”



### **Transformation**

“inspiring a culture where transformation is possible”

### **Inclusion**

“creating a community where everyone feels included”

### **Motivation**

“being responsible for instigating a culture of possibility”

### **Education**

“gifting an education that is individual, meaningful, and right for our students”

Signed by Proprietor :	Approved :	Review by :
	Sept 2022	Sept 2023



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## 1. Policy Aims

The aim of relationships, sex, and health education (RSHE) in our schools is to:

- Provide a framework in which sensitive discussions can take place
- Prepare students for puberty, and give them an understanding of sexual development and the importance of health and hygiene
- Help students develop feelings of self-respect, confidence and empathy
- Create a positive culture around issues of sexuality and relationships
- Teach students the correct vocabulary to describe themselves and their bodies
- We support the DfE ambition for all young people to stay safe and prepared for life in modern Britain. This ambition is realised through the development of this policy, which extends our current statutory duty to provide age-appropriate Relationships, Sex and Health Education, delivered through Personal, Social, Health and Economic Education (PSHE)
- Each school has the freedom to deliver content appropriate to the age of the students and their religious backgrounds within the framework for PSHE, which includes RSHE

## 2. Statutory requirements

All schools teach RSHE as set out in this policy.

As a school we must provide RSHE to all students as per section 34 of the Children and Social Work Act 2017.

We do not have to follow the National Curriculum, but we are expected to offer all students a curriculum that is similar to the National



Curriculum including requirements to teach science elements of sex education contained in the PSHE curriculum.

In teaching RSHE, we are required by our funding agreements to have regard to guidance issued by the secretary of state as outlined in section 403 of the Education Act 1996.

At Employability Solutions, we teach RSHE as set out in this policy.

### **3. Policy development**

This policy has been developed so that RSHE is delivered at Employability Solutions and provides the statutory relationships, sex and health education defined.

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

RSHE involves a combination of sharing information and exploring issues and values.

RSHE is not about the promotion of sexual activity.

### **4. Curriculum**

Our curriculum framework may need to adapt it as and when necessary.

We have developed the curriculum considering the age, needs and feelings of students. If students ask questions outside the scope of this policy, teachers will respond in an appropriate manner, so they are fully informed and don't seek answers online.

RSHE focuses on giving young people the information they need to help them develop healthy, nurturing relationships of all kinds including:



- Families
- Respectful relationships, including friendships
- Online and media
- Being safe
- Intimate and sexual relationships, including sexual health

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

## **5. Delivery of RSHE**

Relationships Education and RSHE related topics within your curriculum will reflect content appropriate to the age of the students, their religious backgrounds and have considered the needs of all students, including those with special educational needs.

RSHE is taught within the personal, social, health and economic (PSHE) education curriculum.

Biological aspects of RSHE are taught within the science curriculum, and other aspects are included in religious education (RE).

The delivery of relationships education and RSHE is complemented in delivery through parents, families, health professionals, youth workers, peer educators, the police and the wider community.



Students may receive stand-alone sex education sessions delivered by trained external professionals. The Head of Curriculum and Quality Assurance will work closely with colleagues delivering RSHE sessions and ensure appropriate training, guidance and support is provided.

This education will likely focus on:

- Healthy bodies and lifestyles, including keeping safe, puberty, drugs and alcohol education
- Healthy minds, including positive mental health, emotional well-being, resilience
- Economic well-being and financial capability
- Career's education, preparation for the workplace and making a positive contribution to society

## **6. Roles and Responsibilities**

### **6.1 The Proprietor**

The Proprietor will approve the RSHE policy and hold the Head of Curriculum and Quality Assurance accountable for its implementation.

### **6.2 The Head of Curriculum and Quality Assurance**

The Head of Curriculum and Quality Assurance is responsible for ensuring that RSHE is implemented and taught consistently across the school, and for managing requests to withdraw students from components of RSHE

### **6.3 Staff**

Staff are responsible for:



- Delivering RSHE in a sensitive way
- Modelling positive attitudes to RSHE
- Monitoring progress
- Responding to the needs of individual students
- Responding appropriately to students whose parents wish them to be withdrawn from the non-statutory/non-science components of RSHE
- Staff do not have the right to opt out of teaching RSHE. Staff who have concerns about teaching RSHE are encouraged to discuss this with the Head for Curriculum and Quality Assurance

## **6.4 Students**

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

## **7. Parents' right to withdraw**

Parents/Carer's have the right to withdraw their children from the non-statutory/non-science components (see Appendix 2) of sex education within RSHE up to and until 3 terms before the child turns 16. After this point, if the child wishes to receive sex education rather than being withdrawn, the school will arrange this.

Requests for withdrawal should be put in writing using the form found in Appendix 1 of this policy and addressed to the Head of Curriculum and Quality Assurance.



A copy of withdrawal requests will be placed in the student's educational record. The Student Services Manager will discuss the request with parents and take appropriate action. After discussion if the Parent/Carer still want their child to be withdrawn they will be given the resources used in lessons and asked to cover the material in their own way and at a time they deem suitable.

Alternative work will be given to students who are withdrawn from sex education, and they will be appropriately supervised for the duration of the specified time.

## **8. Training**

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

The Head of Curriculum and Quality Assurance will also invite visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSHE.

## **9. Monitoring arrangements**

The delivery of RSHE is monitored by Employability Solutions Curriculum Review & Quality Assurance processes.

Students' development in RSHE is monitored by class teachers as part of our internal assessment systems, such as planning scrutiny's, learning walks, lesson observations, book scrutiny, student voice etc.



## 10. Appendices

### Appendix 1

#### Non-Statutory/Non-Science Topics

- Sexual Health
- Contraception choices
- Sexual health; STI's
- How overall health can be affected by choices made in sex and relationships
- Pregnancy; options available
- Miscarriage and support available



## Appendix 2

Parent/Carer Withdrawal Form: withdrawal from sex education within RSHE.

TO BE COMPLETED BY PARENTS			
Name of Child		Class	
Name of Parent/Carer		Date	
Reason for withdrawing from sex education within relationships, sex and health education			
Any other information you would like the school to consider			
Parent/Carer Signature			
TO BE COMPLETED BY THE SCHOOL			
Agreed actions from discussions with parents/carers			





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