



## Oasis Academy Immingham

# Relationships, Sex and Health Education (RSHE) localised policy

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## **Introduction and aims**

At Oasis Academy Immingham, we want all our children to be happy, healthy, independent, responsible and be able to form loving and responsible relationships. Our aim is for children to be able to manage their feelings and emotions, understand how to keep themselves safe, have friends and to be kind and show compassion. As part of the whole Oasis Ethos this is at the heart of teaching RSHE at Oasis Immingham, including the commitment to promoting healthy and positive relationships, treating everyone equally and respecting differences.

This policy statement is designed to be complementary to, and supportive of, the role of parents/carers in educating their children about sexuality and relationships. It recognises that the prime responsibility for bringing up children rests with parents and carers, though it equally recognises that the focus of sex and relationships education must be the well-being of students and the provision of accurate, objective, and appropriate information.

The policy is based on the belief that RSHE is:

- An integral part of the learning process, beginning in childhood and continuing into adult life.
- Should be provided for all children and young people including those with physical, learning, or emotional difficulties.
- Should encourage consideration of values, moral issues, sexuality, personal relationships and the development of communication and decision-making skills.
- Should foster self-esteem, self-awareness, a positive body-image, a sense of moral responsibility and the skills to avoid and resist unwanted sexual experiences.

By highlighting some of these issues to our pupils they are provided with a toolset which can be developed throughout life and help them to deal with a range of different situations. RSHE involves a combination of sharing information, and exploring issues and values, within a safe and non-judgemental space, which can be monitored by teachers within class. RSHE is not about the promotion of sexual activity.

## **Statutory requirements**

From September 2020, RSHE has become a compulsory part of the national curriculum and although as an academy we have more freedom over what we teach, at Oasis Academy Immingham we aim to meet all our statutory obligations and we feel that RSHE is appropriate for our students. Our curriculum has been designed specifically with our school and students in mind and it covers the core statutory key areas.

## **Policy development**

This policy has been developed in consultation with staff, pupils, and parents. 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 and have had training in delivering the curriculum
3. Parent/stakeholder consultation – parents and any interested parties have been invited to look at the policy and the curriculum and to share their views
4. Pupil consultation – what do pupils want from their RHSE curriculum?
5. Ratification – following consultation and adaptations the policy is agreed with the Regional Director.

### **Delivery of RHSE**

RSHE is taught within the PSHE (personal, social and health education) curriculum at Oasis Academy Immingham.

Biological aspects of RSHE are taught within the science curriculum and other aspects are included with religious education (R.E).

Lessons follow a planned curriculum approach where the main areas are delivered throughout the year, to ensure broad coverage and that no children miss out on important aspects. Oasis Academy Immingham follows the Oasis Community Learning planned curriculum.

Across all Key Stages, students will be supported to develop the following skills:

- Communication, including how to manage changing relationships and emotions.
- Recognising and assessing potential risks
- Assertiveness
- Seeking help and support when required
- Informed decision-making
- Self-respect and empathy for others
- Recognising and maximising a healthy lifestyle
- Managing conflict
- Discussion and group work

These skills are taught within the context of family life.

PSHE and RSHE sessions are taught by members of staff within the academy who have had appropriate training, chances to ask questions and share good practice. The curriculum has been planned around the needs of the children and families at Oasis Academy Immingham and is appropriate for our school.

## **Roles and responsibilities**

### **The CEO**

The CEO will approve the RHSE policy, on behalf of the Trustees. The CEO will hold Regional Directors to account for its implementation.

### **Principal**

The Principal is responsible for ensuring that RSHE is taught consistently across the Academy, and for managing requests to withdraw students from [non-statutory/non-science] components of RSHE.

### **Staff colleagues:**

Staff are responsible for:

- Delivering RHSE in a sensitive way
- Modelling positive attitudes to RHSE
- 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 RHSE.

Staff do not have the right to opt out of teaching RSHE but are supported through training to confidently deliver it.

Staff who have concerns about teaching RHSE are encouraged to discuss this with the Principal or the Deputy Principal.

### **Students**

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

### **Rights to withdraw**

Parents will continue to have a right to request to withdraw their child from sex education delivered as part of RHSE in secondary schools which, unless there are exceptional circumstances, should be granted up to three terms before their child turns 16.

The following section of GOV.UK provides helpful advice for parents and answers to FAQs.

[Relationships education, relationships and sex education \(RHSE\) and health education: FAQs - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/relationships-education-relationships-and-sex-education-rhse-and-health-education-faqs)

Please click here to access the Government guide to RHSE:

[Understanding Relationships, Sex and Health Education - a guide for secondary school parents \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/guidance/relationships-education-relationships-and-sex-education-rhse-and-health-education-faqs)

Oasis Immingham's PHSE, RSHE and RE page provides more details on the curriculum and parental right to withdraw:

[PSHE, RSHE & RE - Oasis Academy Immingham](#)

### **Confidentiality**

We acknowledge that sensitive and potentially difficult issues will arise in RSHE as pupils will naturally share information and ask questions.

- Teachers cannot offer unconditional confidentiality.
- Students should be encouraged to talk to their parents and be given support to do so.
- If the teacher has any child protection concerns, they will share these with the Designated Safeguarding Lead.

Staff will not provide more information than is appropriate to the age of the pupil. If a member of staff is uncertain about the answer to a question, or indeed whether they should answer it, they will seek guidance from the PSHE leader or Designated Safeguarding Lead.

Questions that arise can always be answered at a separate time, to provide suitable answers aimed towards the children in that class.

### **Inclusion**

We intend our policy to be sensitive to the needs of different groups of students. We will respond to parental requests and concerns. All children whatever their experience, background and identity are entitled to an RSHE curriculum that builds their confidence, a positive sense of self, and provides them with knowledge and understanding to stay safe and healthy.

We must ensure that we comply with guidance and legislation set out on the Equality Act of 2010 when delivery RSHE to ensure equal opportunities for all. This includes but is not limited to, awareness and consideration for.

- Faith perspectives in the context of balanced debate
- Cultural diversity
- Disability
- Varied family structures and home backgrounds
- Gender identity, sexual identity

### **Training**

Staff are trained on the delivery of RSHE as part of their induction and it is included in Academy professional development. We have also had additional training for all staff on how to deliver the new RSHE curriculum sensitively and suitably for the needs of our children.

The Principal may invite visitors from outside the Academy, such as school nurse, to provide support and training to staff teaching RSHE.

### **Monitoring arrangements**

The delivery of RSHE is monitored by the Principal and senior colleagues. This could include monitoring arrangements, such as looking at planning and learning walks.

The Oasis policy will be reviewed by the National Education Team regularly. At every review, the Oasis policy will be approved by the CEO.

At Oasis Academy Immingham, we are committed to monitoring and evaluating the effectiveness with which we cover RHSE including:

- Pupil feedback
- Staff review and feedback.
- Parental feedback
- Learning walks
- Further guidance and legislative changes

### **Distancing techniques to use in lessons.**

- Set ground rules and recap them each lesson to create a safe environment.
- Do not include names – ‘Some people...’ ‘I’ve heard...’ ‘I’ve read...’
- Use facts & scientific language.
- Promote discussion and thinking from different perspectives using 3rd person – ‘What if it was...’
- Do not put children on the spot.
- Use carefully selected case studies, stories, clips – pause & discuss.
- Acknowledge ambiguity – there is not always a ‘right’ answer.
- Support the development of communication skills and assertiveness techniques.

### **Sexual Abuse / Peer on Peer Abuse**

It is vital that any form of sexual abuse, sexual violence and sexual harassment in school is reported and appropriately investigated, and victims are protected and supported. Please refer to the school Safeguarding Policy.

In school any concern in relation to sexual abuse, sexual violence or sexual harassment is taken very seriously and should be reported to the Designated Safeguarding lead or Deputy verbally and recorded on CPOMS accurately and timely following the school safeguarding policy.

The safeguarding team will then take appropriate action to deal with the concern which could include a referral to the safeguarding hub, the police or victim support agencies and partners. Liaison may also be required with other schools.

The NSPCC have launched a dedicated helpline for children and young people who have experienced sexual harassment or abuse at school and are worried and concerned.

<https://www.nspcc.org.uk/about-us/news-opinion/2021/sexual-abuse-victims-schools-helpline/>