



NCC Policy Template –

Relationships Education, Relationships and Sex Education (RSE) and Health Education (RSHE)

November 2025

Introduction

Relationships Education is compulsory for **all** pupils receiving primary education and Relationships and Sex Education (RSE) is compulsory for **all** pupils receiving secondary education. Health Education is also compulsory in all schools except independent schools. PSHE continues to be compulsory in independent settings.

At The Welbeck Federation we wholeheartedly support the philosophy of RSHE and believe it is best taught as part of PSHE and citizenship education. Our programme seeks to promote the spiritual, moral, cultural, mental, and physical development of our pupils as well as preparing them for the opportunities, responsibilities, and experiences of adult life in a digital age.

We aim to help all our children build healthy friendships and positive relationships in an age-appropriate way, raising awareness of attitudes and values, developing personal and social skills, and promoting knowledge and understanding. Our RSHE curriculum covers more than the biological facts and information – it endeavours to help children develop self-esteem, self-responsibility as well as acquiring the understanding and attitudes which prepare children to develop caring, stable, healthy relationships. To develop an appreciation of the value of self-respect, dignity, marriage, civil partnerships, and parental duty should be encouraged in all pupils together with the sensitivity to the needs of others, loyalty, and acceptance of responsibility. We will look at all aspects of diversity in an inclusive and non-judgemental way.

Whilst as a school we are aware we need to be mindful of and respectful to a wide variety of faith and cultural beliefs, and we will make every attempt to be appropriately sensitive, equally it is essential that our children still have access to the learning they need to stay safe, healthy and understand their rights as individuals.

We acknowledge that all young people deserve the right to honest, open, and factually correct information to help better form their own beliefs and values, free from bias, judgement, or subjective personal beliefs of those who teach them.

Policy Development

This policy has been developed to reflect the most recent Statutory RSHE guidance - [Relationships and sex education \(RSE\) and health education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/relationships-and-sex-education-rse-and-health-education), and was formulated in consultation with the whole school community with input from the staff and children.

This policy is available:

- Online <https://www.thewelbeckfederation.org/federation-policies>
- In the school prospectus
- From the school office
- Child friendly versions will be on display from Dec 2025

This policy is reviewed and evaluated throughout the academic year. It is updated annually.

Roles, Responsibilities and Staff Training

At The Welbeck Federation the RSHE programme will be led by Jess Scott The programme leader will liaise with the governing body, parents/carers, Local Authority, and outside agencies and take responsibility for:

- Policy development and review
- Monitoring and assessing effectiveness in practice to inform policy review and development of the programme
- Assess and co-ordinate training and support for staff, parents/carers, where appropriate
- Liaise with external agencies to deliver specific elements of the programme
- Monitor and quality assure the programme to ensure continuity and progression with the spiral curriculum
- Ensure that RSHE is fully represented at appropriate curriculum and pastoral meetings
- Ensure parents/carers are aware of what is being taught, by whom and when
- Staff and/or Governor Training – RSHE can be a sensitive issue. We will support all our staff by making provision for teaching staff to clarify legislation, curriculum requirements, and to consider appropriate teaching approaches and materials. We will support the use of visitors from outside, such as health professionals, police and voluntary sector, and other organisations to provide support and training to staff teaching RSHE. We will ensure that all visitors have been quality assured in advance and only use reputable providers.

Confidentiality, Safeguarding and Child Protection

It is inevitable that effective RSHE which allows for open discussion to take place may lead pupils to share their worries and concerns with staff (verbally and/or non-verbally). We will ensure that all our staff are completely familiar with our Safeguarding and Child Protection procedures. Pupil's disclosures and/or suspicions of abuse must be followed up with the pupil concerned, the same day and referred to the Designated Safeguarding Lead (DSL) or their Deputy without delay. The DSL or their Deputy will deal with these disclosures or concerns in line with the school's policies and procedures.

Safeguarding is everyone's responsibility however all staff, governors, visitors, parents/carers, and pupils need to be aware of who to report to and how to report any safeguarding concerns. The Designated Safeguarding Lead/leads (DSL) and their Deputy/deputies in our school is/are: Jess Scott, Julie Rischer, Lisa Jordan and Joanne Turner.

The nominated Governor with responsibility for RSHE is:

Parental Rights to Withdraw

At The Welbeck Federation we are committed to ensuring that the education provided to our pupils in relationships education / RSE is appropriate to their age and compliant with the requirements of the Equality Act 2010.

We recognise, in accordance with the statutory guidance, that parents have the right to request for their child to be withdrawn from some or all of the sex education delivered as part of the statutory RSE (other than sex education in the National Curriculum as part of the Science curriculum), but not from relationships education at primary. Parents

wishing to exercise this right must do so in writing to the (insert Headteacher or Lead Teacher). They will be invited to discuss their concerns but if they still wish to withdraw their child(ren) we will make reasonable adjustments and provide suitable work for their child(ren) at this time. (You may wish to include a letter template – see attached)

Managing Difficult Questions

It is inevitable that controversial issues may occur as part of RSHE, such as divorce, rape, abortion, pornography etc. We aim to address these issues with sensitivity and at a level appropriate to the age group and developmental stage of our pupils, considering any additional special educational needs, in an objective manner free from personal bias. Consideration will be given to the potential for small group or 1-1 discussion for specific questions to be discussed. We will take into account different viewpoints such as different religious beliefs. Discussions will be set within the legal framework and pupils made aware of the law as it relates to the issues being discussed.

Curriculum Design

The RSHE curriculum at The Welbeck Federation will be taught through:

- A spiral curriculum
- Curriculum days
- RSHE lessons
- External providers- if appropriate e.g DART elements
- Taught by dedicated school staff
- Topics
- Links with other curriculum areas such as – PE, Citizenship, Science, Religious Education etc

The programme will be delivered to all our pupils/students by

- Class teachers for the main however some elements may be taught by outside agencies such as DART and the police.
- Lessons will be taught using our QFT elements and adaptations for specific learners or groups of learners will be made. This may include enabling items, adult support, or small group work to ensure children can engage in all elements of the learning.
- Staff will discuss ground rules and remind children about how are trusted adults- this will also be done whole school.

Pupils/students will be supported with developing the following skills:

- Communication – speaking and listening, including how to manage changing friendships, relationships, and emotions (KS1 and 2)
- Recognising and assessing potential risks (KS1 and 2)
- Assertiveness (KS2)
- Seeking help and support when required (KS1 and 2)
- Informed decision making (KS1 and 2)
- Self-respect and empathy for others (KS1 and 2)
- Recognising and maximising a healthy lifestyle (KS1 and 2)
- Managing conflict (KS1 and 2)
- Discussion and group work (KS1 and 2)

Curriculum Content (Primary)

Through an effective and creative curriculum and by the end of primary school, our pupils should know about:

- Families and people who care for them
- Caring friendships
- Respectful relationships
- Online relationships
- Being safe

Physical Health and Mental Wellbeing (primary)

Our pupils will be taught about the characteristics of good physical health and mental wellbeing and of the benefits and importance of daily exercise, good nutrition, and sufficient sleep, and that mental wellbeing is a normal part of daily life, in the same way as physical health. Within our curriculum and by the end of primary school, pupils should know about:

- Mental wellbeing (KS1 and 2)
- Online behaviour and safety (KS1 and 2)
- Physical health and fitness (KS1 and 2)
- Healthy eating (KS1 and 2)
- Drugs, alcohol, and tobacco (KS2)
- Health and prevention (KS1 and 2)
- Basic first aid (KS2)
- Changing adolescent body (KS2)

Links with other policies

You may find it helpful to read this RSHE Policy alongside the other following school policies:

Policy	How it may link
Safeguarding Policy	Includes information about child protection procedures and contextualised safeguarding
Child-on-Child Policy	Includes details about how to recognise, report and respond to all forms of child-on-child abuse
Positive Behaviour Policy	Includes details about the school’s behaviour system including potential sanctions for pupils
Anti-Bullying Policy	Includes information about bullying behaviours and vulnerable groups
Online Safety Policy /	Includes information about children’s online behaviour and details about online bullying / cyberbullying
Equality Policy	Includes information about our school’s approach to tackling prejudice and celebrating differences. Links to prejudice—related language and crime and the protected characteristics
Complaints Policy	Includes information about how to make a complaint if you are not satisfied with the school’s response

Further information and support can be found through the following links:

- Statutory RSHE guidance - [Relationships and sex education \(RSE\) and health education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/relationships-and-sex-education-rse-and-health-education)
- Keeping Children Safe in Education - [Keeping children safe in education - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/keeping-children-safe-in-education)

Monitoring, Evaluation and Review

To ensure our RSHE programme is effective, is meeting the needs of our pupils and complies with the RSHE statutory guidance, the following strategies will be used to quality assure the programme of study:

- Evaluation self-review from pupils after specific topics or at the end of a key stage
- Comments from pupils and representatives from the pupil voice
- Whole class discussions

This policy is reviewed and evaluated throughout the academic year. It is updated annually.

Date approved by the Governing Body: Nov 2025

Date to be reviewed: Nov 2026