

North London Collegiate School



Founded 1850

RELATIONSHIPS AND SEX EDUCATION POLICY

Policy Lead	Deputy Head Pastoral and Head of Junior School
Reviewed By	Deputy Head Pastoral and Head of Junior School, Head of PSHE (Senior School) and PSHE Subject Leader (Junior School)
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Governing Body Committee with oversight	Pastoral, Safeguarding and Compliance Committee

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1. Introduction

- 1.1 North London Collegiate School (the School) understands Relationships and Sex Education (RSE) to be a learning process about physical, moral and emotional development. It focuses on the importance of family life, relationships, respect, love and care, and is also about the teaching of sex, sexuality and sexual health and safety.
- 1.2 This policy should be read in conjunction with the following which are available on the School [website](#):
- Anti-bullying Strategy
 - Curriculum Policy – Appendix A: Spiritual, Moral, Social and Cultural development of pupils across the curriculum
 - Equal Opportunities Policy
 - Personal, Social, Health and Economic (PSHE) education Policy
 - Safeguarding and Child Protection Policy
 - Special Educational Needs and Disabilities (SEND) Policy
 - Wellbeing Policy
- 1.3 This policy applies to the whole School from the Early Years Foundation Stage (EYFS) to sixth form.
- 1.4 This policy is available on the School website.
- 1.5 Copies of the above policies are held at the Senior School Office for consultation by parents. You may also email the School at Office@nlcs.org.uk to request hard copies which can be made available in large print or other accessible format if required.

2. Aims and objectives

- 2.1 The School aims to provide pupils with the information required to develop healthy nurturing relationships of all kinds, not just intimate relationships. Pupils will be equipped to explore and understand their feelings, attitudes and values and those of others, and to address legal, moral and social questions relevant to forming healthy, enjoyable and fulfilling relationships.

- 2.2 RSE is part of the overall development objectives of the School, and age-appropriate teaching is embedded into different parts of the Junior and Senior school curriculum.
- 2.3 RSE will be taught sensitively and inclusively respecting the backgrounds and beliefs of pupils and parents and carers, with mental wellbeing being central to these subjects.
- 2.4 This policy sets out both the rights of parents and carers to withdraw their child from sex education (but not relationships education) and the process the Head will follow when considering a request from a parent. Parents and carers have the right to request that their child be withdrawn from some or all of sex education delivered as part of statutory RSE.

3. Statutory and regulatory framework

3.1 This policy complies with the following:

- Department for Education (DfE) statutory guidance - [Relationships Education, Relationships and Sex Education, and Health Education](#);
- DfE statutory guidance - [Keeping children safe in education 2024 \(publishing.service.gov.uk\)](#)
- DfE statutory guidance - [Special Educational Needs and Disability Code of Practice \(January 2015\)](#); and
- [Equality Act 2010](#)

3.2 The Relationships Education, Relationships and Sex Education and Health Education Regulations (England) Regulations 2019 states that as of the summer term 2021 pupils receiving primary education must be taught Relationships Education, and pupils receiving secondary education must be taught Relationships and Sex Education. Personal, Social, Health and Economic education (PSHE) continues to be compulsory in independent schools.

3.3 Under the provisions of the Equality Act, schools must not unlawfully discriminate against pupils because of their age, sex, race, disability, religion or belief, gender reassignment, pregnancy or maternity, marriage or civil partnership, or sexual orientation (collectively known as the protected characteristics). The School will make reasonable adjustments to alleviate disadvantage, and comply with the Special Educational Needs and Disability Code of Practice when planning the RSE curriculum.

4. Scope and responsibilities

4.1 The Governors of the School are responsible for this policy. The Governors' Pastoral, Safeguarding and Compliance Committee will review and approve this policy on an annual basis.

- 4.2 The Head of Junior School and Deputy Head (Head of First School) are responsible for the creation and implementation of the RSE policy in the Junior School; whilst the Deputy Head Pastoral and the Head of PSHE are responsible in the Senior School.
- 4.3 The Head, working with the Head of the Junior School and the Deputy Head Pastoral, is responsible for ensuring RSE is taught consistently across the School, and for managing requests to withdraw from non-statutory components of RSE.
- 4.4 The Head of PSHE and the Junior School PSHE subject leader are responsible for ensuring that all teachers who deliver RSE are appropriately trained.
- 4.5 We have a team of dedicated PSHE staff who are trained to teach RSE. Staff are not able to opt out of teaching RSE, but rather if they have concerns about teaching RSE they are encouraged to discuss this with the Head of the Junior School, or the Deputy Head Pastoral and Head of PSHE in Senior School.

5. Policy development

- 5.1 The School is committed to working closely with parents/guardians to deliver high quality meaningful RSE. This is because as primary carers parents are uniquely placed to discuss sex and relationships issues with their children whilst maintaining the culture and ethos of their family.
- 5.2 The School will seek to work in partnership with parents to enable parents to feel confident about the RSE programme, including that it will be delivered sensitively and inclusively, respecting backgrounds and beliefs.
- 5.3 This policy has been developed in consultation with parents, staff and pupils and involved the following steps:
- Review – all relevant information including DfE guidance reviewed
 - Parent consultation – parents were sent the draft RSE policy in the Autumn Term of 2020 and invited to make suggestions for development. Parents and guardians will be consulted again in future policy development
 - Pupil consultation – Senior School pupils are asked for feedback at the end of the RSE modules and again at the end of each academic year
 - Staff consultation – staff responsible for delivering RSE were provided with regular opportunities to review the curriculum and feedback
 - Governing Body – the policy will be reviewed by the School's Pastoral, Safeguarding and Compliance Committee and ratified

6. Defining and delivering RSE

- 6.1 RSE focuses on the emotional, social and cultural development of pupils and involves learning about relationships, sexual health, sexuality, healthy lifestyles, diversity and personal identity.
- 6.2 RSE is not about the promotion of sexual activity.
- 6.3 All Senior School students receive RSE during Biology and PSHE lessons.
- 6.4 Within RSE, the Senior School defines non-statutory sex education as lessons that promote an understanding of the following issues:
- Reproductive health
 - Sexually Transmitted Infections (STIs)
 - Cultural differences
- 6.5 The guidance gives schools freedom to deliver the content set out in the guidance in the context of a broad and balanced curriculum. The Junior School delivers RSE as set out in the Junior School curriculum plan whilst the Senior School delivers RSE as part of a timetabled PSHE program supplemented with extra-curricular talks and activities.
- 6.6 One to one training is provided internally by the Head of PSHE and Junior School PSHE subject leader for staff, together with opportunities from external organisations, for example the PSHE Association and other relevant organisations.

7. Safeguarding

- 7.1 Staff are aware that effective RSE, which brings an understanding of what is and what is not appropriate in a relationship, can lead to a disclosure of a safeguarding or child protection issue. Where such concerns are raised, staff will follow the safeguarding and child protection procedures as outlined in the Safeguarding and Child Protection policy.
- 7.2 Observation of RSE lessons are undertaken by the Head of Junior School or Junior School PSHE subject leader, and the Deputy Head (Pastoral) or Head of PSHE for Senior School to ensure consistency of teaching and the safety of pupils.

8. Right to withdraw

- 8.1 The School recognises that parents have the final decision about their child's sex education. Parents have the right to withdraw their child from some or all of sex education delivered as part of statutory RSE, up to three terms before their child turns sixteen, in line with government guidance.

- 8.2 The right to withdraw relates only to sex education and does not extend to the teaching of biological aspects of human growth and reproduction as provided as part of the science curriculum (whether part of GCSE Biology or included as part of the curriculum for younger pupils).
- 8.3 If parents or guardians wish to exercise their right to withdraw their child from sex education they must contact the Head in writing at the [School address](#), or via email at: head@nlcs.org.uk. The Head or Deputy Head will discuss the request with the parents and, as appropriate, with the child to ensure their wishes are understood and to clarify the nature and purpose of the curriculum. During this discussion the Head or their Deputy will explain the benefits of receiving sex education and any detrimental effects that withdrawal may have on the child.
- 8.4 Once those discussions have taken place, except in exceptional circumstances, the School will respect the parents request to withdraw their child, up to and until three terms before the child turns sixteen. After that point, if the child wishes to receive sex education rather than be withdrawn, the School will make arrangements to provide the child with sex education during one of those terms.
- 8.5 The process is same for pupils with SEND. There may be exceptional circumstances where the Head may wish to take a pupil's specific needs arising from their SEND into account when making the decision.
- 8.6 The Head will automatically grant requests to withdraw a pupil from any sex education delivered in the Junior School, other than as part of the science curriculum.
- 8.7 Where pupils are withdrawn from sex education, alternative arrangements will usually be made for private study in the library.
- 8.8 Parents do not have the right to withdraw their child from relationships education.

9. RSE curriculum

- 9.1 The Junior School and Senior School's curricula for the 2024/25 academic year are found in Appendices A and B respectively.
- 9.2 The School reserves the right to adapt the curricula as and when necessary.
- 9.3 Staff delivering RSE will be trained in answering questions pertaining to sex or sexuality which go beyond that set out for Relationships Education, and also questions that are better not dealt with in front of a whole class. If pupils raise questions outside the scope of the curriculum, staff will respond in an appropriate manner.

10. RSE resources

- 10.1 Resources used by the Junior School and Senior School when delivering RSE during the 2024/25 academic year are set out in Appendices C and D respectively.
- 10.2 What pupils should know by the end of primary and the end of secondary school, as set out in the DfE statutory guidance [Relationships Education, Relationships and Sex Education and Health Education](#) are located at pages 20-22 and 27-29 respectively.
- 10.3 The School reserves the right to vary resources as and when necessary.
- 10.4 When using external speakers to deliver aspects of the RSE programme the School will comply with the School's Visiting Speakers policy and procedure to ensure the requisite due diligence has been conducted and that the content of the talk is appropriate. The learning objectives and outcomes will be agreed with the external speaker in advance of the talk. The School does not work with PSHE/RSE providers unless they are willing, at the school's request, to share teaching materials in advance.

11. Monitoring and review

- 11.1 The Relationships and Sex Education policy will be subject to regular review by the Head and Senior Team.
- 11.2 The policy and its implementation will be reviewed annually (or more frequently if changes to legislation, regulation or statutory guidance so require) by the Deputy Head Pastoral, Head of Junior School, Head of PSHE and the Junior School PSHE subject leader.
- 11.3 This policy will be reviewed annually (or more frequently if changes to legislation, regulation or statutory guidance so require) by the relevant committee of the Governing Body.
- 11.4 The date of the next review is shown on the front page.

Appendix A: Junior School Curriculum plan 2024/2025

Reception

Health and wellbeing

Keeping my body safe
Safe secrets and touches
People who keep us safe

Relationships

People close to me

Year One

Health and wellbeing

Naming body parts
Taking care of self and others

Relationships

Safe and unsafe secrets

Living in the Wider World

Online safety

Year Two

Health and wellbeing

Growing and changing
Naming private parts

Relationships

Appropriate touch
Safe and unsafe secrets

Living in the Wider World

Online safety

Year Three

Health and wellbeing

Changing bodies and puberty

Relationships

Safe and unsafe secrets
Keeping safe

Healthy relationships

Living in the Wider World

Staying safe online

Year Four

Health and wellbeing

Body changes associated with puberty

Relationships

Healthy relationships
Relationships including marriage
Living in the Wider World
Online safety

Year Five

Health and wellbeing
Managing changes in our bodies
Relationships
Getting help
Living in the Wider World
Managing risk, including online safety

Year Six

Health and wellbeing
Coping with changes during puberty
Keeping safe
Relationships
Safe and unsafe touch
Positive relationships
Gender stereotyping
Living in the Wider World
Staying safe online

Appendix B: Senior School Curriculum plan 2024/2025

Year 7

Health and wellbeing 1

Body changes

Periods

Relationships 2

Online boundaries

Year 8

Health and wellbeing 1

Respect

Living in the wider world 1

Influencer culture

Sexting

Relationships 1

Consent and FGM

Relationships 2

Types of relationships

Peer pressure

Breakdown of relationships

Year 9

Relationships 1

How we identify

Healthy relationships

Choosing a family

Communication and consent

Pregnancy options

Relationships 2

More than friends

The Laws

Safe sex

Contraception

STIs

Year 10

Health and wellbeing 1

Personal values

Relationships 2

Media and Pornography

Indecent images and sexting
Family pressures

Year 11

Relationships
Sexual relationships
Relationships

Year 12

Relationships
Toxic relationships
Online intimacy

Year 13

Relationships
Ending relationships