



WILL ADAMS
ACADEMY

DREAM, BELIEVE, ACHIEVE



Sex & Relationships Education Policy

Date of last review by Local Governing Body	September 2025
Review cycle	Annual
Policy due for review by Local Governing Body	September 2026

Introduction

At Will Adams Academy we are strongly committed to the development and implementation of high-quality Relationships and Sex Education (RSE) with our students. Strong partnerships have been established with outside statutory agencies such as Medway Council's Sexual Health Services and Medway Youth Service which help to ensure that our students receive consistent and relevant messages about sexual health and relationship issues. Special attention is paid to alerting students about further assistance and advice that they can receive from other local services.

Health Education is encouraged across the curriculum at Will Adams Academy, through Physical Education, Food and Cooking lessons, Life skills lessons and RSHE. It is found to be most effective when health issues that are of relevance and interest to students are introduced to lessons. For RSE to be effective it is essential that staff are confident and competent in working with students from all backgrounds and upbringings and feel they have the support and full backing of other staff, outside agencies, parents/carers and also from Medway Council.

This policy is designed to provide clarification and support to enable teachers and support workers to work either:

- **Proactively** - by delivering a targeted and relevant RSHE curriculum with specific goals and objectives to students.

Or

- **Reactively** - in response to students who approach staff in need of advice or further support.

What is Relationships and Sex Education?

RSE is lifelong learning about sex, sexuality, emotions, relationships and sexual health. It involves acquiring information, developing skills and clarifying attitudes and values.

"Good quality RSE helps young people to develop positive relationships, avoid negative outcomes such as unplanned pregnancy and enjoy good sexual health throughout their lives." – Sex Education Forum, 2008

This definition asserts that RSE needs to address the social as well as the biological aspects of sex, sexuality and sexual health

Aims and Objectives of Relationships and Sex Education at Will Adams Academy

RSE should help and support young people through physical, emotional and moral development as they move through puberty and adolescence into adulthood.

Effective RSE offers young people:

- Opportunities to make responsible and well-informed choices about their behaviour and attitudes
- Support which builds their self-esteem and confidence to enable them to value and respect themselves and others
- The ability to develop the skills and understanding they need to live confident, independent and healthy lives
- Access to up-to-date, accurate and unbiased information and confidential advice and support

Statutory Requirements

As a secondary academy, we must provide RSE to all pupils under section 34 of the [Children and Social Work Act 2017](#).

In teaching RSE, we're 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](#).

We also have regard to legal duties set out in:

- Sections 406 and 407 of the Education Act 1996
- Part 6, chapter 1 of the [Equality Act 2010](#)
- The Public Sector Equality Duty (as set out in section 149 of the Equality Act 2010). This duty requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities

Delivery

Young people need RSE to be delivered in a secure, trusting environment where they feel comfortable expressing their views and where individual experiences and differences are treated sensitively.

Comprehensive RSE from staff at Will Adams Academy working collaboratively alongside sexual health services aims to:

- Reduce the negative outcomes of sexual activity including unwanted pregnancies and sexually transmitted infections.
- Delay the age at which young people first have sexual intercourse.
- Lead in the clarification of attitudes and values.
- Improve the quality of their relationships with partners, family and friends.

RSE 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 make sure 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 and 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).

We will also be mindful of the law and legal requirements, taking care not to condone or encourage illegal political activity, such as violent action against people, criminal damage to property, hate crime, terrorism or the illegal use of drugs.

Education

The aim of RSE is to give young people the information they need to help them develop healthy, nurturing relationships of all kinds, not just intimate relationships. It should enable them to know what a healthy relationship looks like and what makes a good friend, a good colleague and a successful marriage or other type of committed relationship. It should also cover contraception, developing intimate relationships and resisting (and not applying) pressure to have sex. It should teach what is acceptable and unacceptable behaviour in relationships.

This will help students understand the positive effects that good relationships have on their mental wellbeing, identify when relationships are not right and understand how such situations can be managed.

Staff Responsibilities

It is the responsibility of staff at Will Adams Academy to:

- Ensure that this policy is complied with in a non-judgemental way.
- Act as a responsible role model for young people at all times.
- Provide RSE that is inclusive of all young people, addresses the needs of marginalized and vulnerable

- groups and challenges racism, sexism and other prejudices.
- Establish a set of ground rules for group-based activities.
- Offer targeted provision, for example, single gender groups, or specific groups such as gay or lesbian young people.
- Challenge racism, sexism, homophobia and other prejudices.
- Recognise young people's starting point and respond appropriately.
- Have as a priority the promotion of self-esteem and assertiveness.
- Provide reliable information thereby empowering young people to make their own decisions.
- Ensure working methods and resources reflect inclusiveness and embrace the needs of all young people.

At all times staff must follow the Child Protection policies at the Will Adams Academy during the delivery of sexual awareness sessions.

Policy Development

As this policy develops, it will involve consultation with staff, pupils and parents/carers. The consultation and policy development process will involve the following steps:

- Review – a member of staff or working group pulled together all relevant information including relevant national and local guidance
- Staff consultation – all school staff were given the opportunity to look at the policy and make recommendations
- Parent/stakeholder consultation – parents/carers and any interested parties were invited to attend a meeting about the policy
- Pupil consultation – we investigated what exactly pupils want from their RSE
- Ratification – once amendments were made, the policy was shared with governors and ratified

Information for Parents and Carers

Parents/carers have the right to withdraw their child from the [non-statutory/non-science] components of sex education within RSE 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 and addressed to the headteacher.

A copy of withdrawal requests will be placed in the pupil's educational record. The headteacher will discuss the request with parents/carers and take appropriate action.

Alternative school work will be given to pupils who are withdrawn from sex education.

Visiting Speakers

Part of the school's policy is to include speakers from outside agencies to offer advice, support and further education to students.

A strong relationship has been established with Medway Council's Sexual Health Team who will contribute to RSE teaching sessions and also provide specialist resource materials. Their staff are C- card trained and are able to give thorough sexual health and contraceptive advice.

All visiting speakers will be clear about the school policy and government guidelines regarding RSE. The sessions are carefully planned between the Sexual Health Team and the Vocational Co- Ordinator. All subject matters will have been agreed and carefully planned and considered to meet the needs and also the requests of students. A member of staff will always be present with the visiting speaker during these workshops.

Information for Students

Confidentiality

Will Adams Academy aims to support students, but staff will not offer absolute confidentiality. It may be necessary that if a child protection issue arises then certain confidences must be passed on. This must be made aware to students at the start of the RSE curriculum and also as matters arise.

Staff will draw upon their professional judgement and common sense to deal effectively with any explicit issues raised by a student. Staff are aware that particular care must be exercised in relation to contraceptive advice to students under 16, for whom sexual intercourse is unlawful.

Health Concerns

Any health concerns can be discussed freely with staff who can lend advice and inform students where they can go to seek further medical advice and support. Staff are not able to diagnose any problems for students.

Contraception

Staff and support agencies who have undergone specific C-card training may provide students, including those under 16, with condoms in line with Medway's C-card Scheme. The supply of condoms is not seen as promoting sexual activity, merely as providing the means to engage in it more safely.

Student Pregnancy

If a student suspects that she is pregnant and approaches staff for guidance, it is their role to support her and encourage her to tell her parents or carers. Staff may help the student to consider her options in a non-judgemental manner, but the emphasis must be on support to the student and then on referral. Staff must advise the student where she can get further support and advice.

Further Information

Sexual Health Support and Services in Medway		
Site	Contact Details	Services Offered
Sexual Health Clinic	<u>Address:</u> Medway Maritime Hospital Level 3, Green Zone Windmill Road Gillingham, ME7 5NY <u>Phone:</u> 01634 825009	<ul style="list-style-type: none"> • Relationship advice • Family planning • Condom provision • Emergency contraception • Pregnancy testing • STI testing
Elm House <i>(Please call Elm House for information on clinics in the following areas: Holding Street, Balmoral Gardens, Rainham, Lordswood, Strood and Tywdall)</i>	<u>Address:</u> 15 New Road Avenue Chatham, ME4 6BA <u>Phone:</u> 01634 400123	

Useful Websites

Websites for young people:

- mindbodysoul.gov.uk (young teens)
- ruthinking.co.uk (teens)
- playingsafely.co.uk (older teens)
- likeitis.org
- need2know.co.uk

Websites for staff:

- fpa.org.uk
- brook.org.uk
- avert.org.uk
- parentlineplus.org.uk