



**King's
Worcester**

Relationships and Sex Education (RSE) Policy

Effective 1st September 2026

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1. Rationale and Ethos

Relationships and Sex Education (RSE) is an integral element of a broader developmental Personal, Social, Health and Economic (PSHE) education programme. The Sex Education Forum defines RSE as learning about the emotional, social and physical aspects of growing up, relationships, sex, human sexuality and sexual health.

The aim of RSE is to equip children and young people with the information, skills and values to have safe, fulfilling and enjoyable relationships, and to take responsibility for their sexual health and well-being.

Pupils' happiness and well-being are at the heart of life at King's Worcester and the delivery of structured and high-quality RSE is integral to this, as well as being in line with our wider pastoral provision.

Indeed, RSE at King's is fully aligned with our mission that every member of our community will be curious, caring and confident, and to achieve our vision to offer an outstanding, future-focused education that empowers pupils to flourish intellectually, emotionally, and spiritually.

Framed by the above, we believe pupils thrive at King's and successful RSE is part the broader aims of PSHE of developing the qualities and attributes pupils need to flourish as individuals, family members and members of society.

We ensure RSE at King's is inclusive and meets the needs of all our pupils, including those with special education needs and disabilities (SEND) by taking into account the ability, age readiness, and cultural backgrounds of our pupils and those with English as a second language.

RSE is delivered in accordance with the most recent statutory guidance from the Department of Education (DfE, July 2025), ensuring that all content is age-appropriate, evidence-based, and taught in a way that prioritises safeguarding and pupil wellbeing.

The curriculum offered supports equal opportunities, referring to the nine protected characteristics of the Equality Act 2010, and challenges notions of prejudice and discrimination. Teaching about relationships and sex is grounded in factual, biological and legal realities. Staff educate without prejudice or discrimination and promote the needs and interests of all pupils, irrespective of gender, culture, ability or aptitude and promote this attitude in turn to our pupils.

2. Legislation

This policy, along with the delivery of RSE, is written to be in line with and implemented alongside the following policies:

- PSHE Policy
- Anti-Bullying Policy
- Foundation School Rules
- Behaviour Management Policy
- Safeguarding Policy
- ICT and Acceptable Use Policy
- Drugs and Alcohol Policy.
- And the following statutory guidance:
 - Relationships, Sex and Health Education (RSHE) statutory guidance (DfE, July 2025)
 - Keeping Children Safe in Education 2025
 - Equality Act 2010
 - Human Rights Act 1998
 - Education Act 2010
 - Teaching Online Safety in Schools

3. Roles and Responsibilities

The RSE programme is led by the Head of PSHE and RSE, Sarah Behan. She produces and regularly reviews the curriculum, in consultation with the Deputy Head Pastoral and the PSHE/RSE teaching staff.

In the Lower Years and Fifth Forms, pupils are taught within their pastoral Form/House groups in order to provide a connection between the academic and pastoral structures of the Senior School and to help to ensure a unified whole school approach to pupil development. Lower Remove and Upper Remove are taught in curriculum time, by a team of academic teachers. The Sixth Form RSE delivery is through the Key Skills programme and includes a mixture of King's staff-led sessions and external speakers.

Teaching staff receive RSE training through resources compiled by the Head of PSHE and RSE, along with INSET time led by both internal staff and external speakers on specific topics within RSE. Resources from previous training sessions, and additional signposting for staff training, are linked on the 'staff

resources' page on the PSHE section of Firefly. All staff delivering RSE are trained to ensure that content is delivered in a developmentally appropriate way, avoids unnecessary explicit detail, and is sensitive to the needs of all pupils.

4. Curriculum Design

Our RSE programme is an integral part of our whole school PSHE education provision, and it has been put together through guidance from the PSHE Association. RSE is both proactive and reactionary and changes may be made due to specific events or circumstances. Parents/guardians will be told of any additions to the programme, if they occur during the course of an academic year.

Upper Remove and Fifth Form have off-timetable PSHE Days, which feature RSE topics and sessions. These are delivered by expert external speakers, to enhance, rather than replace curriculum time teaching. Details of these days and biographies of our speakers can be found on the PSHE pages in Firefly.

Our RSE programme is part of a spiral curriculum, and is carefully sequenced to ensure age-appropriate progression:

- Lower School (KS3): Friendships, puberty, online safety, respect and boundaries
- Middle Years (KS4) Consent, contraception, STIs, healthy relationships, the law
- Sixth Form: More complex relationship dynamics, sexual health and independence.

Topics include:

- Friendships
- Puberty
- Consent and coercion
- Sexual health, STIs and contraception
- Relationships and communication
- Online safety, including sharing sexual images
- Exploitation and abuse
- Pregnancy and parenthood

Sensitive topics such as pornography, sexual exploitation and coercion are taught strictly within a safeguarding and harm-prevention context, ensuring that pupils understand risks without exposure to inappropriate or graphic material.

Teaching about online harms includes content on social media influence, image-based abuse, coercion, and emerging risks such as manipulated or AI-generated imagery.

Further details on when these topics are taught and how they fit into the wider PSHE programme are available through the Programmes of Study for different year groups. These can be found on the PSHE section of Firefly – [click here](#). Schemes of Work and related resources are available on request, so that the Head of PSHE and RSE can offer contextualisation to parents and guardians.

Learning is supported through high-quality, reviewed resources.

All external resources and visiting speakers are carefully vetted to ensure alignment with safeguarding standards and school values.

5. Safe and Effective Practice

We ensure a safe learning environment by providing staff training and by teachers and pupils agreeing on ground rules at the beginning of each academic year, and if necessary, revisiting these for specific topics. Distancing techniques are used to avoid personal disclosure, and staff will not share or encourage sharing of personal experience.

Materials used in lessons will avoid explicit or graphic content, and where anatomical or medical imagery is used, it will be non-sexualised, age-appropriate, and necessary for learning. Pupils will always be signposted to staff they can talk to and external agencies for each topic and with 'Where to go for help' posters in classrooms, around school and in pupil lesson resource booklets. See the end of this policy for an example poster.

Before a sensitive topic, pupils will be told of the timings well in advance, both through the programme of study and verbally by the teacher. If a pupil feels uncomfortable or sensitive about a topic, children will be encouraged to speak to either their teacher or a member of their pastoral team, and, if appropriate, other arrangements can be made for that pupil for that lesson.

6. Safeguarding

Safeguarding is central to all RSE delivery.

Pupils are made aware that confidentiality cannot be guaranteed where there is a risk of harm, and that staff have a duty to report safeguarding concerns in line with statutory guidance.

Any disclosures are reported to the Designated Safeguarding Lead in accordance with safeguarding procedures and Keeping Children Safe in Education.

RSE contributes to safeguarding by helping pupils recognise abuse, understand consent, and know how and where to seek help.

7. Engaging Stakeholders

It is important that as a Foundation we work in partnership with parents and guardians on the RSE curriculum. Parents/guardians will be informed of the programme for RSE and PSHE in general before the start of each academic year and of any additions in the course of the year. Both the RSE and PSHE Policies are available on the Foundation's website and the Programmes of Study, which set out timings and topics, can be found in the PSHE section of Firefly – [click here](#)

Where parents and guardians have questions, suggestions or concerns about RSE at King's, they are warmly invited to discuss these with the School, in the first instance via the Head of PSHE and RSE, Sarah Behan. It is expected that through open discussion, parents and guardians will be reassured at

that stage. That said, for any complaints which cannot be resolved through informal discussion, parents and guardians are advised to follow the Foundation's Complaints Policy.

Right to withdraw

We will communicate to parents/guardians about their right to withdraw before each RSE unit is delivered. Legislation states that parents/guardians can choose to withdraw their child (following discussion with the School) from any or all of aspects of Sex Education, other than those which are part of the science curriculum, until three terms before the pupil turns 16. After that point, if a child wishes to receive sex education rather than be withdrawn, we will make arrangements to provide the child with sex education during one of those terms. Parents/guardians are not able to withdraw their child from any aspect of Relationship Education or Health Education.

Parents/guardians should be aware that sex and relationships topics can arise incidentally in other subjects and it is not possible to withdraw pupils from these relatively limited and often unplanned discussions. If a pupil is withdrawn from either all or aspects of Sex Education, they will spend that time supervised in the library.

8. Monitoring, Reporting and Evaluation

The RSE programme is regularly reviewed to ensure compliance with statutory guidance and effectiveness in meeting pupil needs.

This includes input from staff, pupil voice (e.g. surveys and feedback), and safeguarding trends.

The policy is reviewed annually and updated in line with any changes to national guidance.

Pupil voice is influential in adapting and amending planned learning activities and is used to inform planning through the academic year.

9. Policy Review

The RSE policy is formally reviewed every two academic years to ensure it continues to meet the needs of pupils, staff and parents/guardians and that is in line with current Department of Education advice and guidance. Additional reviews and updates may also occur any time deemed relevant and necessary. It will be reviewed by the Head of PSHE and RSE and the Deputy Head Pastoral.

NEED SOME SUPPORT?

We all need some help throughout our lives as we face difficult challenges. Here are some places you, or someone you are worried about, can go to for help and advice:

WITHIN SCHOOL

Your Pastoral Team including: House Tutor, Year Group Tutor, Form Tutor

Chaplain: mdorsett@ksw.org.uk

Health Centre: email: health@ksw.org.uk

You can seek an appointment to see the **School Counsellor** through your Pastoral Team or by emailing counselling@ksw.org.uk. This is confidential, unless we are concerned about a pupil's welfare.

Miss Dyke (DSL): hdyke@ksw.org.uk

Mr Chapman (DDSL): rchapman@ksw.org.uk

Mrs Fellows (DDSL): afellows@ksw.org.uk

Mrs Kent (DDSL): rkent@ksw.org.uk

Student Voice: Online reporting platform. Link on FireFly or go to kingswr.tsv.app

MENTAL HEALTH

(including self-harm, suicidal thoughts, body dysmorphia, bullying)

The Mix
0800 808 4994

www.themix.org.uk/get-support



Young Minds
Text: 85258

www.youngminds.org.uk

YOUNG MINDS

Kooth

www.kooth.com

kooth

Papyrus

www.papyrus-uk.org



PAPYRUS
PREVENTION OF YOUNG SUICIDE

Samaritans

116 123

www.samaritans.org



BEREAVEMENT

Cruse Bereavement Care

0808 808 1677

www.cruse.org.uk/berereavement-services/get-help



DRUGS AND ALCOHOL

The Mix
0808 808 4994

www.themix.org.uk/drink-and-drugs



Talk to Frank

0300 123 6600

www.talktofrank.com

FRANK

LGBTQ

Allsorts Youth Project

01273 721100

www.allsortsyouth.org.uk/

allsorts
youth project

ONLINE PROTECTION

CEOP

www.thinkyouknow.co.uk



TO TALK ABOUT ANY ISSUE

Childline

0800 1111

www.childline.org.uk



The Wellbeing Hub

club.teentips.co.uk/login/

