Outwood Primary School

Relationships Education / Relationships & Sex Education (RSE) Policy

Name of school:	Outwood Primary School
Date of policy approval:	October 2026
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Approved by:	Outwood Primary School Governing Body

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1. Policy Development & Review

As part of the statutory requirements for Relationships, Sex & Health Education, all primary schools must have in place a written policy for Relationships Education and/or RSE if additional non-statutory sex education is taught. Schools should ensure that the policy meets the needs of pupils and parents and reflects the community they serve.

This policy has been developed in consultation with staff, pupils, and parents. The process for this involved information being shared with parents at the start of the year in 'Meet the Teacher's sessions / slides. Teachers shared resources and the policy for review.

Schools must proactively engage and consult parents when developing and reviewing their policy, ensuring parents understand that effective RSHE is important for promoting and protecting the wellbeing of all children. In our school, we fully embrace this approach by offering workshops / meetings and providing information on the school website.

This policy aims to provide guidance and information on all aspects of Relationships and Sex Education (RSE) in the school for staff, parents/carers and governors and other stakeholders.

This policy was reviewed and updated by the PSHE leader. This policy was approved by the Governing Body.

This policy is available on the school website. Copies can also be made available on request from the school office.

2. Statutory and Legal Requirements

Current regulations and statutory guidance from the Department for Education (DfE) state that Relationships & Health Education must be taught in all primary schools in England from September 2020. This guidance was updated in July 2025 for implementation from September 2026.

Sex education is not compulsory in primary schools, but the DfE recommend that primaries teach sex education in Years 5 and/or 6, in line with content about conception and birth, which forms part of the National curriculum for science. The National curriculum for science includes subject content in related areas, such as the main external body parts, the human body as it grows from birth to old age (including puberty) and reproduction in some plants and animals.

The statutory guidance document has been reviewed to ensure that our school policy and approach are in line with statutory requirements and established best practice. Information on statutory requirements can be found in the DfE Relationships Education, Relationships and Sex Education and Health Education guidance.

At our school, we deliver Relationships Education/RSE, as set out in this policy, in line with current statutory duties and requirements.

As a maintained school, we must provide Relationships & Sex Education to all pupils in line with the Children and Social Work Act 2017.

In teaching RSE in our school, we must have regard for guidance issued by the Secretary of State, as required by the Education Act 1996.

Legislation and guidance documents that inform our school's RSE policy include:

- Education Act (1996)
- Learning and Skills Act (2000)
- Education and Inspections Act (2006)
- Equality Act (2010)
- Keeping children safe in education (2025)
- Children and Social Work Act (2017)
- Relationships Education, Relationships & Sex Education (RSE) and Health Education guidance (2025)

3. Links to Other Policies

This policy reflects how we deliver Relationships Education/Relationships & Sex Education (RSE) in our school, as part of a whole school approach to the subject. The following school policies also have links to our Relationships Education/RSE provision across the school in developing positive, safe and healthy pupil attitudes and behaviours:

- PSHE policy
- Safeguarding policy
- E-safety policy
- Anti-bullying policy
- Equality, diversity and inclusion policy
- SMSC / Fundamental British Values policy
- Behaviour policy
- Science policy
- Curriculum policy
- Confidentiality policy

These policies should be read in conjunction with this Relationships Education/RSE policy to give a broader understanding of our approach to this subject.

4. Definition and Aims of RSE

At Outwood Primary School we believe that our pupils need to be educated in Relationships Education and Relationships & Sex Education (RSE) as part of a broad and balanced curriculum that develops the whole child and supports their personal development, health and wellbeing.

We define Relationships Education as learning about personal, physical, social, moral, cultural and emotional development. It includes understanding the importance of stable and loving relationships, respect, love and care, and different kinds of family life, friendships and other relationships. It also involves acquiring information and developing and forming positive beliefs, values and attitudes that help pupils to form and maintain healthy relationships and connections.

Our primary sex education curriculum covers non-statutory content tailored to primary-aged children:

- Human Life Cycles & Development: Understanding the transition from childhood to adulthood, including physical and emotional changes, in an age-appropriate context.

- Human Reproduction & How Babies Are Made: Explicit, clear, and age-appropriate explanations of human reproduction, pregnancy, and birth (typically introduced in Upper Key Stage 2 / Years 5 and 6).

- Family Diversity & Birth: Learning about how families are formed, including pregnancy, adoption, surrogacy, and assisted reproduction (such as IVF), emphasised through care and loving adult relationships.

- Personal Boundaries & Privacy: Reinforcing body autonomy, correct anatomical terminology for body parts, respecting physical boundaries, and understanding privacy.

- In primary education, Relationships Education (friendships, families, keeping safe) and Health Education (puberty, hygiene, mental wellbeing) are compulsory for all pupils.

Parents and carers have the right to request that their child be excused from the non-statutory sex education lessons outlined above (specifically lessons covering human reproduction not included in the National Curriculum for Science). Requests should be discussed directly with the headteacher.

We consider effective Relationships Education and RSE to be a vital part of the school approach to effective safeguarding. We believe Relationships Education and RSE are important for our pupils and our school because they help to keep everyone safe, happy and healthy.

The overarching aims of Relationships Education and RSE at Outwood Primary School are intrinsically linked to our ACORN core values and school aims:

A – Aspirational learners: To encourage children to build high aspirations for themselves and their future relationships, developing a strong sense of self-worth, positive self-image, and the confidence to set healthy boundaries.

C – Curious and inquisitive minds: To provide a safe, open space where pupils can ask questions about growing up, physical and emotional changes, and human reproduction, fostering a healthy, age-appropriate understanding of the world around them.

O – Open-minded individuals: To cultivate acceptance, empathy, and respect for diversity in all its forms, celebrating different family structures, backgrounds, identities, and cultures within our school and wider society.

R – Respectful and resilient global citizens: To equip pupils with the skills to build positive, respectful friendships and relationships, resolve conflict constructively, navigate online and offline safety, and bounce back from challenges.

N – Nurturing and caring members of society: To nurture kindness, compassion, and care for self and others, ensuring children understand body autonomy, mutual respect, consent, and how to support one another in a safe community.

At an appropriate age for our pupils, part of our school provision also includes the teaching of relevant additional non-statutory sex education to complement pupils' wider understanding of human development and relationships. Further information can be found in the 'Working with parents/Parents' right to withdraw' section of this policy.

Relationships Education and RSE are not about the promotion of sexual orientation or sexual activity. Instead, they support understanding and acceptance of the diverse relationships that exist within our school community, in modern Britain and beyond.

We ensure that any Relationships Education and RSE we deliver are inclusive and meet the needs of all our pupils, including those pupils who have special educational needs and disabilities (SEND).

5. Curriculum Content and Organisation

Our Relationships Education and RSE curriculum and policy have been developed in consultation with parents, pupils, governors and staff, in line with current statutory guidance and with regard to best practice around the age and needs of our pupils.

The PSHE/RSE subject lead is responsible for overseeing and organising the Relationships Education/RSE curriculum. This includes supporting curriculum planning and development, supporting teachers and ensuring that resources used are in line with our curriculum plan and school policy.

Relationships Education/RSE is delivered as part of our PSHE programme. Through this, we aim to provide pupils with the knowledge, skills and understanding they need to lead confident, healthy and independent lives and to become informed, active and responsible citizens.

Relationships Education/RSE is taught gradually across key stages so that learning builds year by year in a way that is appropriate to pupils' age and maturity. At Outwood Primary School, we use the Kapow Primary RSE/PSHE scheme of work as the basis for our Relationships Education/RSE provision.

Our Relationships Education/RSE provision is mapped to the statutory requirements for Relationships Education and Health Education. Related content is also taught through other curriculum subjects, such as religious education and science, as well as assemblies and whole-school events.

6. Delivery of RSE

Our Relationships Education/RSE curriculum is delivered predominantly by teachers or other staff within our school from EYFS to 6 as part of timetabled PSHE lessons.

We recognise that external visitors can add value due to specialist knowledge. On occasion, appropriately experienced visitors (e.g. school nurses) may contribute. Relevant school policies are shared with visitors prior to delivery, and school staff are always present during sessions.

To create a safe learning environment, strategies used include:

- Establishing clear ground rules / learning agreements on boundaries in lessons.
- Using 'distancing' techniques and scenarios.
- Using age-appropriate materials and reflection activities.
- Utilising anonymous question boxes.

Answering Pupil Questions & Non-Statutory Content:

Teaching staff answer questions factually and neutrally within the scope of the curriculum. Where a question is not age-appropriate or falls outside primary curriculum scope (e.g., contraception, explicit content), teachers use a neutral script:

"That's a thoughtful question. It's not part of our learning today, so we are not going to explore it in class. If you are worried about anything then you can talk to me or another trusted adult privately outside of the lesson."

For pupils withdrawn from sex education asking withdrawn content questions, teachers respond with:

"That question is about content your parent has asked us not to cover with you in school. Let's make sure an adult follows this up with you safely."

Parents will be informed so they can follow up at home, following safeguarding procedures if concerns arise.

7. Inclusion

It is our intention that all pupils have the opportunity to experience a programme of RSE at a level appropriate to their age and cognitive development, with differentiated provision where required. We operate a fully inclusive ethos.

Our school recognises different ethnic, religious and cultural beliefs, as well as diverse family structures. Discussion of community diversity and wider society in modern Britain is approached sensitively, factually, and aligned with legal requirements.

We uphold duties under the Equality Act (2010) to promote inclusion, mutual respect, and protection of protected characteristics.

8. Safeguarding and Confidentiality

Confidentiality in RSE lessons is managed in line with the school's confidentiality policy. Staff can never promise unconditional confidentiality if safeguarding concerns arise. Safeguarding protocols take priority at all times.

Ground rules remind pupils that personal sensitive information should not be shared in open class discussion, but they can speak to staff privately. If a disclosure occurs, staff inform the Designated Safeguarding Lead (DSL) immediately in accordance with safeguarding procedures.

9. Working with Parents & Parents' Right to Withdraw

Parents are the primary educators of their children. At Outwood Primary School, we build a partnership approach based on transparency and open communication.

In line with statutory guidance, our school will:

- Provide access to RSHE curriculum materials upon request.
- Offer multiple viewing options, including parent information sessions and supervised in-school viewing (respecting copyright and safeguarding).
- Proactively engage parents regarding curriculum content and updates.

Parental Right to Withdraw:

Parents have the legal right to request that their child be withdrawn from some or all non-statutory sex education lessons (e.g. Year 6 conception/birth content outside National Curriculum Science).

There is NO parental right of withdrawal from Relationships Education, Health Education, or National Curriculum Science.

To request withdrawal, parents should contact the Headteacher. A meeting will be arranged to discuss concerns and review resources. If proceeded with, requests are logged and purposeful alternative provision is arranged during those sessions.

10. Roles and Responsibilities

Governors will:

- Approve the RSE policy and monitor its implementation based on statutory duties.

The Headteacher will:

- Oversee policy implementation, manage parental withdrawal requests, and ensure staff training.

All Staff will:

- Teach RSE in line with policy (staff do not have an opt-out right), model positive attitudes, and follow safeguarding procedures.

The Subject Lead will:

- Oversee day-to-day operation, resource management, staff support, and curriculum monitoring.

Pupils will:

- Engage fully, follow ground rules, and treat peers with respect.

Parents will:

- Partner with the school, engage in consultation opportunities, and support learning at home.

11. Training and Staff Development

RSHE must be delivered by staff with the knowledge, skills and confidence to create a safe environment. Regular training forms part of our staff development programme, covering safe delivery, managing questions, and handling disclosures.

12. Monitoring and Evaluation

The PSHE/RSE subject lead regularly evaluates provision via planning reviews, lesson observations, learning walks, work scrutiny, pupil voice, and parent/staff feedback. Findings report to the Headteacher and Governors to inform ongoing curriculum planning.

Appendix One: Curriculum Overview

PSHE Progression of Learning 2026-27

Whilst Outwood Primary School follows the Kapow scheme of work, we carefully reflect on the needs of our own school community by allowing all teachers to be flexible in their delivery.

Year/Skill	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
EYFS	Assessment – EYFS Baseline Self-Regulation My Feelings	Assessment – EYFS Baseline Building Relationships	Assessment – EYFS Baseline Managing Self - Taking on challenges	Assessment – EYFS Baseline Self-Regulation - Listening and following instructions	Assessment – EYFS Baseline Building Relationships: My family and friends	Assessment – EYFS Baseline Managing Self: My Health & Well-Being
Year 1	Ground rules lesson Family and Relationships	Citizenship	Identity	Economic Well-Being	Safety and the Changing Body	Health & Well-Being Transition - getting ready for our new year
Year 2	Ground rules lesson Family and Relationships Citizenship - Lesson: School Council	Citizenship Safety Lesson: Fire Safety/Bonfire Safety	Health & Well-Being	Safety and the Changing Body	Economic Well-Being	Identity Transition - getting ready for our new year
Year 3	Ground rules lesson Identity Family and Relationships	Family and Relationships	Economic Well-Being	Citizenship	Health & Well-Being	Safety and the Changing Body Transition - getting ready for our new year
	Ground rules lesson Citizenship	Health & Well-Being (linking with science topic-animals inc humans)	Family and Relationships	Economic Well-Being	Safety and the Changing Body	Identity Transition - getting ready for our new year
Year 4	Ground rules lesson Family and Relationships	Citizenship	Health & Well-Being	Economic Well-Being	Safety and the Changing Body	Identity Transition - getting ready for our new year
Year 5	Ground rules lesson Family and Relationships	Citizenship	Health & Well-Being	Economic Well-Being	Safety and the Changing Body	Identity Transition - getting ready for our new year
Year 6	Ground rules lesson Identity Family and Relationships	Family and Relationships	Economic Well-Being	Citizenship	Health & Well-Being	Safety and the Changing Body Transition - getting ready for our new school / year

Outwood Primary also celebrates a variety of external events relevant to PSHE through themed days and weeks, alongside the progression map. These include, but are not are not limited to: Safer Internet Day; Anti-Bullying Week; Children's Mental Health Week; International Women's Day and Earth Day.