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# Sex and relationships education policy

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Date created: September 2024

Latest update: September 2025

Reviewed: Annually

Author: Maz Wilberforce

Checked by: Tomlin Wilding

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# 1. Policy Statement

At Hawthorn Learning, we are committed to providing a high-quality, inclusive Relationships and Sex Education (RSE) programme for all students. Our approach affirms the gender identities and sexual orientations of every student, fostering a culture of acceptance, respect, and equality. We celebrate diversity and ensure all students feel valued and supported to thrive as their authentic selves.

## 2. Aims

Our RSE curriculum aims to:

- Equip students with accurate, age-appropriate knowledge about relationships, sex, gender, and sexuality.
- Promote respect for all, regardless of gender identity, gender expression, or sexual orientation.
- Challenge stereotypes and address discrimination, including homophobia, biphobia, and transphobia.
- Empower students to develop healthy, respectful relationships and make informed decisions.
- Support the mental health, wellbeing, and safety of all students, including those who are LGBTQ+.

## 3. Statutory Requirements and Guidance

This policy is written in line with:

- DfE statutory guidance on Relationships Education, Relationships and Sex Education (RSE), and Health Education (2019)
- The Equality Act 2010, ensuring all protected characteristics (including sexual orientation and gender reassignment) are respected and promoted
- Public Sector Equality Duty (PSED)
- Safeguarding and child protection policies

## 4. Curriculum Content

Our RSE curriculum is:

- **Inclusive:** Teaches about different types of families and relationships, including same-sex parents and LGBTQ+ identities.
- **Affirming:** Uses language and resources that affirm all gender identities and expressions.
- **Relevant:** Addresses real-life scenarios and challenges for LGBTQ+ young people.
- **Developmentally Appropriate:** Content is tailored to be age and stage-appropriate for students aged 8-17.

**Key themes include:**

- Understanding of different types of relationships and families
- Respect for self and others, regardless of sexual orientation or gender identity
- Recognising and challenging gender stereotypes and discrimination

- Consent and healthy relationships
- Online safety and respect
- Where to go for advice and support

## **5. Teaching Methods**

- Lessons are delivered in a safe, supportive environment that encourages open discussion without fear of judgment.
- Team members use inclusive language and diverse resources reflecting the experiences of LGBTQ+ people.
- students are encouraged to ask questions and express themselves freely, while respecting the views and identities of others.

## **6. Training**

- All team members receive regular training on inclusive RSE, LGBTQ+ issues, and how to support gender diverse and LGBTQ+ students.
- Team members are equipped to challenge discriminatory language and behaviours and to support students experiencing bullying or discrimination.

## **7. Working with Parents and Carers**

- We consult with parents, carers, and the wider school community on our RSE provision.
- Parents and carers are informed of curriculum content and invited to share feedback.
- We respect parents' right to withdraw their child from certain aspects of sex education (as per statutory guidance), but not from relationships or health education.

## **8. Safeguarding and Confidentiality**

- Students' privacy is respected at all times.
- Team members follow safeguarding procedures if a pupil is at risk of harm.
- Students are signposted to support services as appropriate.

## **9. Monitoring and Review**

- RSE provision is regularly reviewed and updated in consultation with students, team members, parents/carers, and governors.
- Feedback from all stakeholders informs ongoing improvement.
- Policy reviewed annually by the Headteacher (Maz) and the governing body.

## **10. Further Support and Resources**

- Stonewall's [LGBTQ+ resources](#)
- [Just Like Us](#)

- The Proud Trust
- School's designated safeguarding lead and pastoral team

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## **Example Policy Statement for students (optional for classroom display)**

“At Hawthorn Learning, we value and respect everyone for who they are. Our school is a safe space for people of all genders and sexualities. You can be yourself here.”