



Onside Education

Sex & Relationships Education

(SRE) Policy

September 2025

1. Policy Statement

Onside Education is committed to delivering high-quality, age-appropriate and needs-led **Relationships, Sex and Health Education (RSHE)** which supports the personal, social and emotional development of all learners. As an Alternative Provision (AP) provider supporting young people with SEMH needs, our approach is trauma-informed, inclusive and flexible.

RSHE at Onside Education aims to equip students with the knowledge, skills and confidence to make safe, healthy and respectful choices in their relationships and sexual lives, now and in the future. It follows the guidance and recommendation to meet DfE statutory RSHE guidance 2019, update 2021/22.

This policy complies with:

- **DfE Statutory Guidance: Relationships, Sex and Health Education (2019)**
- **Keeping Children Safe in Education (KCSIE)**
- **Equality Act 2010**
- **Education Act 1996**
- **DfE Guidance on Online Safety**
- **DfE Guidance: Alternative Provision (2023)**

2. Purpose of RSHE at Onside Education

Our RSHE curriculum aims to ensure students:

- Develop healthy, respectful relationships
- Understand consent, boundaries and respect
- Recognise unsafe or exploitative behaviour
- Understand the law relating to sex, relationships, and online behaviour
- Protect themselves from sexual abuse, exploitation and grooming
- Develop self-esteem and emotional resilience
- Understand sexual health, contraception and STIs at an age/need-appropriate level
- Are equipped to navigate modern online risks including pornography, image-sharing and social media

3. Our Approach in Alternative Provision

Given the complexity of needs within AP, RSHE is delivered:

- **In small groups or 1:1**, depending on needs
- **With trauma-informed strategies**
- **At the right pace for each student**
- **With flexibility and sensitivity**
- **By trained staff who understand SEMH**
- **With clear safeguarding procedures**

Staff remain alert to disclosures or indicators of harm, following the Onside Education Safeguarding & Child Protection Policy.

4. Curriculum Content (Statutory)

4.1 Relationships Education (statutory)

All students are taught about:

- Families and different family structures
- Respectful relationships, including friendships
- Healthy vs unhealthy relationships
- Consent and personal boundaries
- Stereotypes, equality, prejudice, discrimination
- Bullying, including cyberbullying
- Online relationships and online behaviour
- Grooming, exploitation (CSE), and coercive control
- How to report concerns and access support

4.2 Health Education (statutory)

Students learn about:

- Physical health and puberty
- Menstrual health
- Mental health and emotional wellbeing
- Drugs, alcohol and tobacco

- Healthy eating and body image
- Personal hygiene
- Online safety and harmful content

4.3 Sex Education (non-statutory but strongly recommended)

Onside Education provides age-appropriate sex education to help young people understand:

- Sexual consent
- Sexual health (condoms, contraception, STIs)
- Pregnancy choices
- Sexual orientation and gender identity
- Pornography, image-sharing & unrealistic expectations
- The law around sexual activity
- Sexual harassment and violence

Parents are informed and can request withdrawal from **non-statutory** sex education (see Section 9).

5. Delivery

RSHE is delivered through:

- PSHE curriculum
- Bespoke 1:1 sessions
- Tutor and enrichment sessions
- Workshops with external specialists (e.g., sexual health nurses, online safety teams)
- Safeguarding and wellbeing interventions

All content is adapted for:

- Age
- Cognitive ability
- Emotional maturity
- Cultural and personal context

6. Safeguarding and Confidentiality

RSHE is a key part of safeguarding.

Staff delivering RSHE:

- Understand how to manage disclosures sensitively
- Do not promise confidentiality
- Report concerns to the **Designated Safeguarding Lead (DSL)** immediately
- Signpost students to trusted adults and services

Curriculum materials emphasise how to seek help, both within Onside Education and externally.

7. Inclusivity and Equality

RSHE at Onside Education is inclusive and reflects:

- Different family types
- LGBTQ+ identities
- Cultural differences
- SEND and SEMH needs

We challenge discrimination, stereotypes and prejudice whenever it occurs.

Materials comply with the **Equality Act 2010**.

8. Staff Training

Staff receive training on:

- DfE statutory RSHE requirements
- Trauma-informed delivery
- Managing sensitive conversations
- Understanding local safeguarding risks
- Online safety trends
- How to respond to disclosures

Onside ensures only appropriately trained staff deliver RSHE sessions.

9. Parent/Carer Engagement & Right to Withdraw

Parents will be informed of RSHE content delivered to their child.

Parents may request, in writing, to withdraw their child from **non-statutory sex education** only.

Students **cannot be withdrawn from:**

- Relationships Education
- Health Education
- Online safety
- Safeguarding content
- Any element included in National Curriculum Science

After age **15**, students have the legal right to decide to receive sex education themselves.

10. Monitoring & Evaluation

The RSHE Lead and Senior Leadership Team monitor:

- Quality of RSHE lessons
- Student engagement
- Safeguarding outcomes
- Feedback from students, parents and staff

The curriculum is reviewed annually to reflect:

- Emerging risks
- Local safeguarding data
- Student needs
- Updates in national guidance

11. Roles and Responsibilities

Senior Leadership Team

- Ensure compliance with statutory guidance
- Oversee delivery and staff training
- Ensure safeguarding integration

DSL

- Manage disclosures and safeguarding concerns
- Provide guidance to staff
- Monitor risk trends

RSHE Lead

- Design curriculum content
- Support staff delivering sessions
- Ensure quality and consistency

Staff

- Deliver content sensitively and appropriately
- Use trauma-informed practice
- Report safeguarding concerns immediately

Students

- Engage respectfully
- Ask for help when needed
- Treat others with dignity and respect

12. Policy Review

This policy will be reviewed annually or sooner if:

- DfE guidance changes
- Safeguarding risks increase
- Curriculum improvements are needed

Next Review Due: September 2026