

Relationships and Sex Education (RSE) Policy

Kewaigue School

Glossary

Department means the Department of Education, Sport and Culture (DESC) including schools, UCM, Villa Gaiety and Manx Sport & Recreation.

DESC means Department of Education, Sport and Culture.

Drop Down Days are 'off timetable' days in which regular lessons are replaced by specialist sessions, often delivered by external professionals, to enhance PSHE provision.

Personal Development is a whole-school process which fosters pupils' character, resilience, and well-being, including self-esteem, social skills and moral understanding.

PSHE means Personal, Social, Health and Economic (PSHE) education.

RSE means Relationships and Sex Education.

Schools means any educational establishment maintained or provided by DESC.

Summary

About this policy

All children are entitled to Relationships and Sex Education (RSE) that supports their personal development, well-being and understanding of healthy relationships.. The Department of Education, Sport and Culture recognises the importance of high-quality, evidence-based, and developmentally appropriate RSE as an essential component of the schools' curriculum. This policy sets out Kewaigue School's approach to the planning, organisation and delivery of RSE and aligns with the DESC framework while retaining local arrangements and practices.

This policy aligns with the DESC framework and reflects a whole-school approach to RSE. Learning is presented in a developmentally appropriate way, ensuring that content is relevant, supportive and suitable for primary-age children

Who is this document for?

This policy is for the leaders, staff and Governing Body of Kewaigue School, along with parents, pupils and the wider public.

Key points

- All pupils at Kewaigue School will receive RSE in accordance with this policy.
- Details of the RSE curriculum, including lesson content, will be made available to parents/carers via the DESC central site (<https://pshe.sch.sites.im/>) and on our school website. A paper copy can be provided on request.
- Parents/carers have the right to withdraw their child from all or part of the RSE curriculum. The process is outlined in this policy.

Effective Date

This document is effective from <DD/MM/YYYY>. It will be kept under review and updated at least annually.

What is RSE?

Relationships and Sex Education (RSE) is one component under the wider Personal, Social, Health, and Economic (PSHE) education curriculum. RSE offers children the information and skills needed to make informed choices and to enjoy safe, healthy relationships throughout their lives. The attributes, skills, and knowledge gained support wellbeing and attainment and equip pupils to thrive in a dynamic, digitally advanced society.

At Kewaigue School we acknowledge that parents/carers are the primary educators of their children; a high-quality, school-based RSE curriculum provides valuable support by helping to protect children and young people, enabling them to keep themselves safe and well, and improving their physical, mental and social well-being.

Aims of RSE

- Help children and young people to understand and promote their physical health;
- Improve children and young people's emotional well-being and mental health;
- Safeguard children and young people by supporting them to stay safe online, including an ability to report harmful behaviour;
- Inform children and young people of their rights and responsibilities in society, leading to greater community cohesion;
- Develop emotional intelligence and critical thinking skills, including around gender equity and power dynamics in relationships;
- Reduce harmful behaviour, including sexual violence and relationship abuse, stigma and discrimination;

- Help children and young people to develop positive relationships with themselves and others, based on respect and equality;
- Complement and support parental guidance;
- Remain in line with our school values.

Principles of High-Quality RSE

- is a partnership between home and school;
- starts early and is relevant to pupils at each stage in their development and maturity;
- is taught by people who are trained and confident in talking about healthy relationships, consent, equality, gender stereotypes, respect, sex and sexuality;
- includes knowledge acquisition, development of life skills, respectful attitudes and values;
- has sufficient time to cover a wide range of topics, with a strong emphasis on relationships, consent, rights and responsibilities, negotiation and communication skills, and accessing services;
- helps pupils understand on and offline safety, harassment, violence and exploitation;
- is medically and factually correct and treats sex as a normal aspect of adult life;
- is inclusive of differences such as age, ethnicity, culture, faith or belief, gender identity, sexual orientation, SEND, or other life experiences;
- uses active learning methods and is rigorously planned, assessed and evaluated;
- helps pupils understand a range of views and beliefs about relationships and sex in society;
- teaches pupils about the law and their rights to confidentiality, and is linked to school-based and community health services;
- teaches pupils about the legal age of consent for sex, and that young people under this age may still access free, confidential services before the age of 16;
- promotes equality in relationships, recognises and challenges gender inequality and reflects different experiences and needs.

Equality and Inclusion

Kewaique School strives to provide RSE in a manner which meets the needs of our diverse learning community. We aim to create an environment which is safe and accessible for all

learners, in which pupils including those with special educational needs and/or disabilities, feel valued, respected, and represented.

We promote respect for all individuals and do not discriminate on any grounds protected under the Isle of Man Equality Act 2017, including sex, race, disability, religion or belief, gender reassignment, pregnancy or maternity, marriage or civil partnership, or sexual orientation.

For pupils with SEN, RSE begins at school entry and continues throughout formal education and beyond, using both informal opportunities (e.g., reinforcing personal boundaries during daily routines) and formal teaching. Where appropriate, additional small group sessions or individual work may be offered.

Confidentiality and Safeguarding

One of the primary aims of RSE is to promote well-being and safeguard children and young people. Effective teaching encourages pupils to share thoughts and voice opinions, so it is important to establish boundaries and clarify at the outset with pupils what will happen to any personal information disclosed.

Adults should be aware that effective RSE may lead to disclosure of safeguarding issues. All staff and volunteers will follow Kewaigue School's safeguarding and confidentiality policies and the DESC procedures for child protection. There will be times when the duty to safeguard children overrides the wishes of a child or parent.

Concerns about confidentiality and subsequent lack of trust can be barriers that stop young people from accessing advice and treatment. All young people, including those aged under 16, are entitled to confidential sexual health and contraceptive advice and treatment.

Overall School Aims for RSE

Our provision aims to develop:

Attributes and values:

- the importance of values, individual conscience and moral considerations;
- the value of family life, stable and loving relationships for the nurture of children;
- respect, love and care;
- consideration of moral dilemmas;
- critical thinking as part of decision-making.

Personal and social skills:

- managing emotions and relationships confidently and sensitively;
- self-respect and empathy for others;
- making choices without prejudice;
- appreciation of the consequences of choices;
- conflict management;
- recognising and avoiding exploitation and abuse.

Knowledge and understanding:

- physical development at appropriate stages;
- human reproduction, sexual health, emotions and relationships.

Roles and Responsibilities in School

The Headteacher is responsible for ensuring that RSE is taught consistently and for managing requests to withdraw pupils from RSE.

| Specific responsibilities | Personnel |
|---|--------------------------------|
| Coordinating the RSE provision, ensuring a spiral curriculum | Mrs Mylcreest (Head of School) |
| Accessing and coordinating training and support for staff | Mrs Mylcreest (Head of School) |
| Policy development and review, including consultation and dissemination | Mr Shorthouse (Headteacher) |
| Implementation of the policy; monitoring and assessing its effectiveness and practice | Mrs Mylcreest (Head of School) |
| Link Governor for RSE | |
| Managing child protection/safeguarding issues | Mr Joff Whitten |
| Establishing and maintaining links with parents/carers | Mr Shorthouse (Headteacher) |

All staff will:

- Stay up to date with school policy and curriculum requirements regarding RSE;
- Engage in professional development training around RSE provision;
- Attend staff meetings to review and improve approaches;
- Report gaps or resource needs to the PSHE lead;

- Encourage pupils to communicate concerns in confidence and support them;
- Follow reporting systems where issues arise;
- Provide a balanced approach regardless of personal beliefs;
- Tailor lessons to suit all pupils, across abilities, faiths, beliefs, culture, gender identity and sexual orientations, including SEND;
- Ask for support from SENCo, mental health lead, DSL or PSHE lead when needed.

Lead member(s) of staff will:

- Develop and review the school policy annually and work with governors to update it;
- Offer appropriate RSE training to the governing body;
- Ensure staff receive regular training and are familiar with policy and guidance;
- Support staff who feel uncomfortable or ill-equipped to deliver aspects of RSE;
- Ensure RSE is age-appropriate and needs-led across all year groups;
- Ensure knowledge and information to which all pupils are entitled is provided comprehensively;
- Support parent/carer involvement in the development of the RSE curriculum;
- Communicate with staff, parents/carers and governors to share the policy and curriculum;
- Share provision for RSE with parents/carers to support conversations at home.

Governors will:

- Monitor, develop and review the policy and its implementation;
- Ensure all pupils make progress in achieving expected outcomes;
- Ensure RSE is well led, effectively managed and planned;
- Ensure quality of provision is subject to regular self-evaluation;
- Ensure teaching is accessible to all pupils with SEND;
- Provide clear information for parents on subject content and withdrawal rights;
- Resource, staff and timetable the subject to meet local expectations.

Pupils will:

- Support one another with issues that arise through RSE, alerting staff to concerns;
- Listen in class, be considerate of others' feelings and beliefs and comply with ground rules;
- Have opportunities to speak to staff in confidence about concerns;
- Provide feedback on RSE provision through agreed mechanisms (e.g., questionnaires, School Council).

Parents/carers will:

- Be informed about what will be taught and when, including the right to request withdrawal from some or all of RSE;
- Have opportunities to understand and ask questions about the school's approach;
- Be invited into school to discuss content, address concerns and support home conversations;
- Create an open home environment to continue learning raised through RSE.

Staff Support & CPD

- Training and support organised by SLT/PSHE Lead, with liaison to external agencies as appropriate;
- Generic RSE training including confidentiality, ground rules, controversial issues, responding to questions, rationale, law/guidance, learning outcomes and school policy;
- Additional training for staff delivering sensitive content to encourage confidence and appropriate handling;
- DESC support to meet staff CPD needs and provide advice when requested.

Organisation and Delivery

Our RSE Policy is based on the DESC Advisory Curriculum.

- Parents will receive prior notification of the RSE programme to enable discussion with staff or their children;
- Materials used in the RSE programme will be available to parents on request;
- RSE covers aspects of personal hygiene, puberty, menstruation, pregnancy and birth;

- Teaching will occur in both single and mixed gender groups as appropriate;
- Visitors such as the Physical and Emotional Health Education Officer and/or the school nurse may be involved in delivery, particularly in Key Stage 2;
- RSE is delivered through timetabled lessons, integrated across subjects where appropriate, and via drop-down days.

Answering Questions

We acknowledge that sensitive or controversial issues may arise as pupils naturally share information and ask questions. Staff will establish clear parameters and ground rules, encourage anonymous questions via a question box, and respond in age-appropriate ways.

Agreed phrases that may be used include:

- “I can only answer questions on the content of this lesson.”
- “That is something that may be covered later on.”
- “I can’t answer that question, but you could ask your parents/carers.”
- “That’s a personal question about my private life, and I don’t talk about that in class.”

If a question is too explicit, inappropriate for the whole class, or raises concerns, staff will acknowledge it and attend to it later on an individual basis. Where a question indicates potential abuse or risk of harm, staff will inform the Designated Safeguarding Lead in line with school procedures.

Right of Withdrawal

At Kewaigue School, we believe RSE equips children and young people with essential skills and knowledge. We respect parents/carers’ right to withdraw their child from any aspect of RSE. Requests for withdrawal should be made in writing and addressed to the Headteacher. Before granting a withdrawal, staff will meet with parents/carers (and, where appropriate, the child) to clarify the nature and purpose of the curriculum and to ensure their wishes are understood.

This process will be documented. Staff will explain the benefits of receiving RSE and any potential detrimental effects of withdrawal, including social and emotional implications. Pupils withdrawn from RSE will be provided with an educationally valid alternative for the duration of the lesson.

If a child is withdrawn, they will be supervised in an appropriate setting.

External Agencies and Visitors

The RSE curriculum is enriched by external agencies offering additional input and resources to support delivery. Agencies may be invited to deliver specific lessons as part of scheduled drop-down days or in response to identified needs. All visitors must abide by the Department's Visitor Policy (<https://desc.gov.im/media/x3qp2s1/visitors-policy-for-ucm-and-schools-v10.pdf>).

Examples of agencies we may work with include:

- Isle of Man Constabulary
- Isle of Man Prison Service
- Motiv8
- Isle Listen
- St John Ambulance
- Kensington Arts (Culture Division of DESC)

Associated Resources

Legislation (Isle of Man):

- The Education Act 2001:
https://legislation.gov.im/cms/images/LEGISLATION/PRINCIPAL/2001/2001-0033/2001-0033_13.pdf
- The Education (Curriculum) Order 2011:
https://legislation.gov.im/cms/images/LEGISLATION/SUBORDINATE/2011/2011-0838/2011-0838_1.pdf
- The Equality Act 2017:
https://legislation.gov.im/cms/images/LEGISLATION/PRINCIPAL/2017/2017-0005/2017-0005_11.pdf
- The Safeguarding Act 2018:
https://legislation.gov.im/cms/images/LEGISLATION/PRINCIPAL/2018/2018-0007/2018-0007_4.pdf
- The Sexual Offences and Obscene Publications Act 2021:
https://legislation.gov.im/cms/images/LEGISLATION/PRINCIPAL/2021/2021-0010/2021-0010_1.pdf

Policies:

- DESC Safeguarding and Child Protection Policy: https://www.gov.im/media/1385414/desc-safeguarding-and-child-protection-policy-v10-sept-2024_compressed.pdf

- Equality & Diversity

- Behaviour & Anti-Bullying

Further resources:

- Healthy relationships – NSPCC: <https://www.nspcc.org.uk/keeping-children-safe/sex-relationships/healthy-relationships/>

- Relationships and Sex Education: The Evidence – Sex Education Forum: <https://www.sexeducationforum.org.uk/sites/default/files/field/attachment/RSE%20The%20Evidence%20-%20SEF%202022.pdf>

- UK DfE Relationships and sex education (RSE) and health education: <https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>

- UNESCO International technical guidance on sexuality education (overview): <https://unesdoc.unesco.org/ark:/48223/pf0000260840>

- WHO – Comprehensive sexuality education: <https://www.who.int/news-room/questions-and-answers/item/comprehensive-sexuality-education>

Version Control

| Version | Author | Date | Changes |
|---------|-----------------|-------------------------------|---|
| V0.1 | DESC | August 2025 | Template provided. |
| V0.2 | Kewaigue School | 5 th December 2025 | School branding and local arrangements added. |
| V0.3 | Kewaigue School | 5 th December 2025 | Draft submitted to SLT and Governing Body for review. |
| V0.4 | Kewaigue School | 05/12/2026 | Amendments following SLT & Governing Body review. |
| V0.5 | Kewaigue School | 26/02/2026 | Final draft approved by SLT & Governing Body. |
| V1.0 | Kewaigue School | 01/03/2026 | Version 1.0 published on school website. |

Review Date

This document was issued on 01/03/2026 and is due to be reviewed in March 2027./