



Relationships, Sex and Health education Policy - Staff

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VERSION CONTROL

Version	Date revised	Author/reviewer	Section / page no. changed	Summary of change(s)

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St Brendan’s mission is to serve the Catholic and wider community by providing Sixth Form education of the highest quality and to act in the spirit of the Gospel believing that every person is loved by God and has a unique value.

1. Introduction

St Brendan’s College is a Catholic sixth form college committed to the education of the whole person. Relationships, Sex and Health Education (RSHE) forms an integral part of this commitment and supports students’ intellectual, emotional, moral, spiritual and social development.

RSHE is delivered within the context of the College’s Catholic ethos, Gospel values and Catholic Social Teaching. The policy recognises the dignity and worth of every individual and promotes respect, responsibility and care for self and others.

2. Purpose and scope

The purpose of this policy is to outline how St Brendan’s College provides Relationships, Sex and Health Education in a way that is:

- Rooted in Catholic teaching and values
- Appropriate to a post-16, sixth form context
- Inclusive, respectful and non-judgemental
- Supportive of students’ wellbeing and safeguarding

This policy applies to all staff involved in teaching, supporting or managing RSHE provision and to all students of the College.

3. Using this policy

This policy should be used:

- When planning or delivering RSHE content
- When working with external speakers or agencies
- When responding to student questions or concerns relating to relationships, sex or health
- In conjunction with safeguarding, behaviour and equality policies

4. Definitions

For the purpose of this policy, the following definitions apply:

Term / acronym	Definition
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• RSHE	Relationships, Sex and Health Education
• DSL	Designated Safeguarding Lead
• PSHE	Personal, Social, Health and Economic Education
• Catholic Ethos	Teaching and values of the Catholic Church guiding the life of the College

5. Duties and Responsibilities

Governors

Governors are responsible for safeguarding the Catholic ethos of the College and for approving, monitoring and reviewing this policy.

Principal

The Principal has overall responsibility for the implementation of this policy and for ensuring it aligns with the College's mission and safeguarding obligations.

Head of Religious Education

The Head of RE coordinates provision, supports staff, oversees curriculum delivery and ensures appropriate training and resources are in place.

Teaching and Pastoral Staff

Staff are responsible for delivering RSHE in line with this policy, acting as positive role models and signposting students to support where necessary.

All Staff

All staff share a duty of care to uphold student dignity, wellbeing and safeguarding and to contribute to a respectful college culture.

6. RSHE Curriculum and Delivery

RSHE at St Brendan's College is delivered through:

- Core Religious Education
- Tutorial and pastoral programmes **services (e.g., College Nurse)**
- Assemblies and enrichment activities
- External speakers (where appropriate)
- **Weekly reflection**

Key areas include:

- Healthy and respectful relationships
- Consent and personal boundaries

- Sexual health and wellbeing
- Mental health and emotional resilience
- Online safety and digital responsibility
- Equality, diversity and inclusion

Teaching is age-appropriate, factual, inclusive and respectful, recognising that students are legally able to make independent choices while being supported to develop a well-informed conscience.

7. Safeguarding and Confidentiality

RSHE may involve sensitive or controversial issues. Students are supported in a safe and secure learning environment. Confidentiality cannot be guaranteed where safeguarding concerns arise. All staff must follow the College's Safeguarding and Child Protection Policy and report concerns immediately to the Designated Safeguarding Lead.

8. Equality Impact Statement

The College is committed to ensuring that RSHE provision does not discriminate against any individual or group on the basis of protected characteristics as defined by the Equality Act.

Reasonable adjustments will be made to ensure accessibility and inclusion for all students.

9. Further Information

9.1 External Information

- Department for Education guidance on Relationships, Sex and Health Education (2015)
- Catholic Education Service guidance on RSHE

9.2 Internal Information

- Safeguarding and Child Protection Policy
- Positive Behaviour Policy
- Equality and Diversity Policy

10. Policy Review

This policy will be reviewed every three years from the date of approval, or sooner if required due to changes in legislation, diocesan guidance or best practice.

Any queries regarding this policy should be directed to the Policy Author