

COGNITA



North Bridge House
Nursery & Pre-Prep Hampstead

RELATIONSHIPS, SEX AND HEALTH EDUCATION (RSE) POLICY

September 2025

ENGLAND

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1 Introduction and aims

Schools play a crucial role in preventative education.

Preventative education is most effective in the context of a whole-school approach that prepares pupils and students for life in modern Britain and creates a culture of zero tolerance for racism, sexism, misogyny/misandry, homo/bi/trans phobia and sexual violence/harassment.

Scope

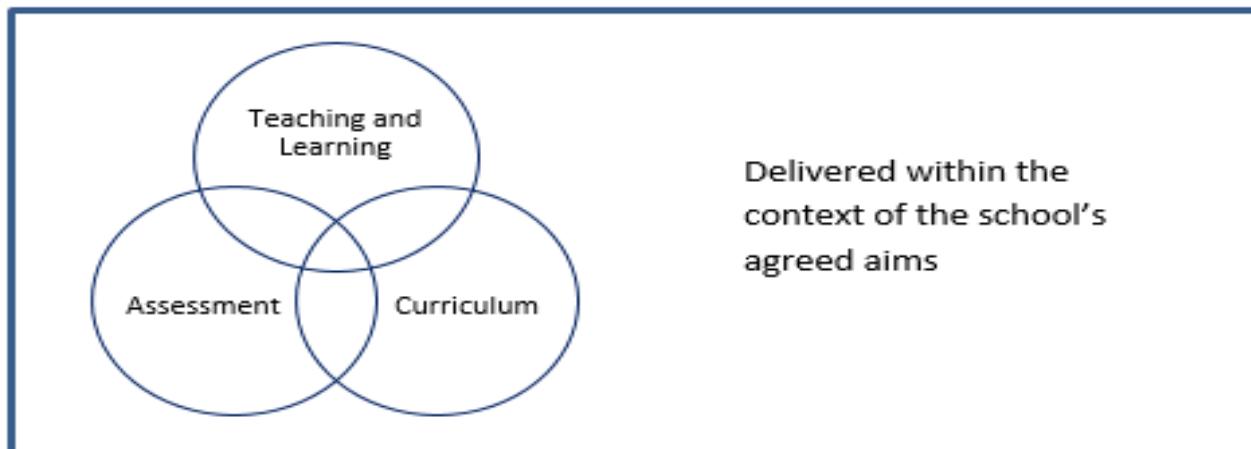
This policy applies to all pupils, including those in the Early Years.

Purpose

The purpose of this policy is to ensure that our Relationships and Sex Education (RSE) supports our school ethos and fulfils our school aims, which are defined as:

- Create a dynamic learning environment in which all children discover their individual pathway to academic success (Academic - teaching and learning).
- Equip young people with the confidence, humility and resilience to thrive in everything they do (character education).
- Empower young people to be creative, inspired and to inspire (mindset - local and global).
- Nurture strong relationships within an inclusive, empathetic community (culture).

1.1 This policy forms part of the curriculum.



- 1.2 We see the curriculum as, 'The total learning experience for our pupils, which includes not only the taught lessons but also the routines, behaviours, events, activities and other opportunities that our pupils experience on a daily, weekly and yearly basis in order to ensure that all of them make the best progress possible and attain high standards'.
- 1.3 A well-structured and coherent curriculum is a fundamental element of the tripartite education that underpins all successful schools and includes Teaching, Learning and Assessment (see model below) and is underpinned by Wellbeing.

Aims

The aims of RSE at our school are to:

- 1.4 Provide a framework in which sensitive discussions can take place.
- 1.5 Prepare pupils for puberty, give them an understanding of sexual development and the importance of health and hygiene.
- 1.6 Help pupils develop feelings of self-respect, confidence and empathy.
- 1.7 Create a positive culture around sexuality and relationships.
- 1.8 Teach pupils the correct vocabulary to describe themselves and their bodies.
- 1.9 Help pupils understand that healthy relationships are an important part of wellbeing.
- 1.10 Prevent pupils from becoming involved in child-on-child abuse, and /or experiencing harm in school/in the community.

2 Statutory requirements

Relationships education is compulsory for all pupils receiving primary education, and relationships and sex education (RSE) is compulsory for all pupils receiving secondary education. Personal, social, health and economic education (PSHE) continues to be compulsory in independent schools.

The government RSE guidance to be implemented on 1st September 2026 can be found [here](#). Until 31st August 2026, this policy will be underpinned and informed by the current 2025 guidance which can be found [here](#).

Our policy also follows the requirements of the Independent School Standards/BSO Standards. Aspects of RSE are infused within the day-to-day operation of our school; incorporated through the curriculum, both in content included in subject schemes of work and through other planned learning opportunities in the school. They are captured in our written aims and expressed in the ethos and behaviours of everyone.

- 2.1 As a Nursery and Pre-Preparatory School, we must ensure that every registered pupil who is provided with primary education at the school is provided with relationships education, in accordance with section 34 of the Children and Social Work Act 2017 and the Independent School Standards

At North Bridge House Nursery and Pre-Prep School, we teach RSE as set out in this policy.

3 Policy development

This policy has been developed in consultation with staff, pupils and parents. The consultation and policy development process involved the following steps:

- Review – The PSHE Lead reviewed all relevant information, including but not limited to, relevant national and local guidance including regard to the school's obligations under the Human Rights Act 1998, the Equality Act 2010, (including the Public Sector Equality Duty), and their local multi-agency safeguarding arrangements.
- The policy was drafted in accordance with statutory guidance and aligned with the Independent School Regulations. The school curriculum plans were amended accordingly.
- Staff consultation – school staff were given the opportunity to review the policy and make recommendations.
- Parent/stakeholder consultation – parents and any interested parties were invited to attend a meeting about the policy and offer commentary.

The school will proactively engage parents and make sure they are aware of what is being taught in RSE and consult with them when developing and reviewing the RSE Policy. The school will show parents a representative sample of the resources that they plan to use, enabling parents to continue conversations started in class, and should ensure that parents are able to view all curriculum materials used to teach RSE on request. Other steps may include inviting parents into school to discuss the curriculum

content and the importance of RSE for wellbeing and safety, inviting them to discuss any concerns, and supporting parents in managing conversations with their children about RSE topics.

- Student consultation – students were consulted with about their RSE lessons in lessons.
- Ratification – once amendments were made, the policy was published.
- Policy review – this policy will be reviewed every three years.

4 Definition

- 4.1 RSE is about the emotional, social and cultural development of students, and involves learning about healthy relationships, sexual health, sexuality, healthy lifestyles, diversity and personal identity.
- 4.2 RSE involves a combination of sharing information and exploring issues and values.
- 4.3 RSE is not about the promotion of sexual activity, sexual orientation, or a specific sexual identity.

5 Curriculum

- 5.1 Our curriculum is set out in Appendix 1, but we may need to adapt this as and when necessary.

It will:

- i. consider the ages, aptitudes and needs of all pupils, including those pupils with SEND/ and an EHC plan.
- ii. not undermine the fundamental British values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs; and
- iii. ensure that discriminatory, extremist opinions or behaviours are challenged as a matter of routine.

- 5.2 For more information about our curriculum, see Appendices 1 and 2 and our Curriculum Policy

6 Delivery of RSE

6.1 Equality

The school, in its delivery of RSHE will comply with relevant requirements of the Equality Act 2010, including the Public Sector Equality Duty (PSED) (s.149). Topics will be taught in a way which does not discriminate against pupils or amount to harassment.

Pupils in EYFS and KS1 will be supported to develop an early understanding of fairness, kindness, and respect for others. Through age-appropriate teaching, children will learn that everyone is unique and should be treated with care and respect, regardless of differences such as how people look, how they live, or what they believe. They will be encouraged to recognise and value diversity, understand that families and individuals can be different, and learn to challenge unkind behaviour. This early learning lays the foundation for understanding equality and respect as they progress through their education.

Pupils will be encouraged to understand the importance of equality and respect and learn about the law relating to the protected characteristics by the end of their secondary education. The protected characteristics are age, disability, gender reassignment, sexual orientation, marriage or civil partnership, pregnancy and maternity, race, religion or belief, and sex.

6.2 Responding to new risks or issues within the national or local context

The school will carefully sequence teaching so that pupils are supported and equipped with the knowledge to navigate different experiences in a positive way before they occur, and to prevent harms. The school will maintain a relevant and responsive curriculum to ensure that any particular or new issues that are affecting the pupils in the school (or nationally) are addressed in a timely manner so that the children are kept as safe as possible on/offline. Where appropriate, the school will work with local partners and other bodies to understand specific local issues/risks. The school inform parents in advance of any deviation from our published RSE policy, including the reasons why they are covering this content, and will share any relevant materials with them on request in advance of the planned sessions. All teaching will be age appropriate and respectful of all children, including those who may have no familiarity with the topics under discussion.

6.3 RSE is taught as part of our PSHE curriculum. The PSHE course is delivered to all pupils through discrete PSHE lessons taught by our teachers. There is one lesson of taught PSHE a week. PSHE is further embedded throughout the culture of the schools through a series of topic based weekly assemblies.

Elements of the programme may be supported through the bringing in of additional expertise, such as outside speakers and/or trained health professionals (the credentials of any visitor or visiting organisation, and their materials will be checked prior to booking).

Children take part in specific themed days / weeks e.g. Anti-Bullying/Friendship Week, Kindness week to promote caring friendships and respectful relationships. Examples of positive behaviour are rewarded and celebrated through praise, reward systems and certificates in assembly.

Through the Science curriculum children learn to identify, name, draw and label the parts of the human body. They find out about life cycles of some animals and notice that animals, including humans, have offspring which grow into adults. All lessons are delivered in a fully age-appropriate way, and we ensure RSE education is sensitive to the different needs of individual pupils in respect of their differing abilities, levels of maturity and personal circumstances.

The school will not use resources from any individual or organisation who hold partisan views on contested topics. External providers may not include contractual restrictions preventing schools from sharing materials with parents.

The school will also use teachers with a particular interest or knowledge in a specific area. In addition to these discrete sessions, PSHEE is also embedded within the curriculum (e.g., social issues through the teaching of English Literature; Health through Science and PE; Citizenship through History & RE). There are also centrally organised sessions which supplement the delivery in house.

Relationships education focuses on teaching the fundamental building blocks and characteristics of positive relationships, including:

- Families and people who care for me
- Caring friendships
- Respectful kind relationships
- Online safety and awareness
- Being safe

Health topics will include:

- General wellbeing
- Wellbeing online
- Physical health and fitness
- Healthy eating
- Personal safety
- Developing bodies

- 6.4 For more information about our RSE curriculum, see Appendices 1 and our Curriculum Policy.
- 6.5 These areas of learning are taught within the context of family life, taking care to ensure that there is no stigmatisation of children based on their home circumstances (families can include single parent families, LGBTQ+ parents, families headed by grandparents, adoptive parents, foster parents/carers amongst other structures), along with reflecting sensitively that some children may have a different structure of support around them (for example: looked after children or young carers).

The school will also adhere to any statutory guidance on teaching topics where there is significant debate, such as gender questioning/reassignment: we will be mindful that beyond the facts and the laws lie varying viewpoints. As such, the school will not endorse any particular view or teach it as fact that all people have a gender identity. The school will avoid language and activities which repeat or

enforce gender stereotypes and will be mindful to avoid any suggestion that social transition is a simple solution to feelings of distress or discomfort.

7 Roles and responsibilities

Staff & Governance

7.1 PSHE Lead Teacher

The person with responsibility for the overview and yearly evaluation of this policy is Mrs. Marina Hobden - Deputy Head / DSL / SENDCo. However, all staff are responsible for ensuring this policy is implemented and acted on.

When evaluating the use and impact of this policy, our school leaders will evaluate the extent to which there is evidence of a curriculum which:

- Fulfils the aims of the school;
- Embeds aspiration, attributes and the expectation to achieve high standards and high rates of progress; and
- Provides engagement and excitement for learning.

7.2 The Headteacher

The Headteacher is responsible for ensuring that RSE is taught consistently across the school, and for managing requests to withdraw students from non-statutory/non-science components of RSE (see section 8).

7.3 The Chair of Governors

The Chair of Governors will hold the Headteacher to account for the implementation of this policy.

The Chair of Governors will ensure that:

- all pupils make progress in achieving the expected educational outcomes
- the subjects are well led, effectively managed and well planned
- the quality of provision is subject to regular and effective self-evaluation
- teaching is delivered in ways that are accessible to all pupils with SEND (see below)
- Teaching is sensitive to the needs of all students with protected characteristics under the Equality Act 2010
- clear information is provided for parents on the subject content and the right to request that their child is withdrawn; and,
- the subjects are resourced, staffed and timetabled in a way that ensures that the school can fulfil its legal obligations.

7.4 Staff

Staff are responsible for:

- Delivering RSE in a sensitive way
- Modelling positive attitudes to RSE
- Monitoring progress
- Responding to the needs of individual students; and
- Responding appropriately to students whose parents wish them to be withdrawn from the non-statutory/non-science components of RSE.

Staff do not have the right to opt out of teaching RSE. Staff who have concerns about teaching RSE are encouraged to discuss this with the Headteacher.

RSE is taught by all class teachers in the school.

8 Pupils

Pupils are expected to engage fully in RSE and, when discussing issues related to RSE, treat others with respect and sensitivity.

8.1 Pupils with Special Educational Needs and Disabilities

Our curriculum is inclusive and our RSE and Health Education is accessible for all students. For those pupils with special educational needs or specific learning difficulties, the school has a well-established Learning Support department, led by the SENCO. Further details of this provision can be found in our Special Educational Needs and Disability (SEND) Policy.

High quality teaching that is differentiated and personalised will be the starting point to ensure accessibility.

As set out in the SEND code of practice, when teaching these subjects to those with SEND, North Bridge House Nursery and Pre-Prep School is mindful of preparing pupils for adulthood.

North Bridge House Nursery and Pre-Prep School is aware that some pupils are more vulnerable to exploitation, bullying and other issues due to the nature of their SEND. RSE can also be particularly important subjects for some pupils; for example, those with Social, Emotional and Mental Health needs or learning disabilities. Such factors will be taken into consideration in designing and teaching these subjects.

9 Parents' right to withdraw

- 9.1 If parents require more information on RSE for primary aged children, this is a useful information source of information for them:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/812593/RSE_primary_schools_guide_for_parents.pdf
- 9.2 Parents do not have the right to withdraw their children from relationships education.

Parents have the right to withdraw their children from the non-statutory/non-science components of sex education within RSE.

Requests for withdrawal should be put in writing using the form found in Appendix 3 of this policy and addressed to the Headteacher.

Alternative work will be given to pupils who are withdrawn from sex education.

10 Training

- 10.1 Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development programme.
- 10.2 The Headteacher will also invite, following a due diligence and vetting process, visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSE.

11 Monitoring and evaluation arrangements

- 11.1 Monitoring

The delivery of RSE is monitored by the PSHE Lead through:

 - work scrutiny
 - lesson observations
 - learning walks, etc.
- 11.2 Pupils' development in RSE is monitored by class teachers as part of our internal assessment systems.
- 11.3 Evaluation

The delivery of Relationships and Sex Education (RSE) is monitored and evaluated regularly to ensure that teaching is of a high quality, age-appropriate, and fully aligned with statutory requirements. At our school, we use the Jigsaw PSHE scheme to deliver a progressive

and comprehensive RSE curriculum. This is mapped against the Early Years Foundation Stage (EYFS) statutory framework and the Relationships and Health Education requirements for Key Stage 1.

Evaluation of RSE includes regular curriculum audits to ensure full coverage of statutory content, particularly in relation to body awareness, personal safety, and respectful relationships. Lesson observations and learning walks are carried out to assess the quality and consistency of delivery, with a focus on ensuring that teaching is inclusive, sensitive, and follows the Jigsaw programme's core principles. Pupil voice is an important part of our evaluation process and is gathered using age-appropriate methods such as discussion, role play, drawings, and reflection tasks. This helps us understand pupils' grasp of key concepts, such as friendships, emotions, and body changes.

Staff confidence in delivering RSE is reviewed through informal feedback, with ongoing professional development opportunities provided where needed. We also place a strong emphasis on parental engagement; parents are informed about the content of the RSE curriculum, particularly the "Changing Me" unit, and are given opportunities to view resources and ask questions.

All findings from monitoring activities are used to inform future planning, identify training needs, and ensure that RSE continues to support pupils' personal development, wellbeing, and safeguarding awareness. The subject lead for PSHE/RSE is responsible for overseeing this process and reporting outcomes to the senior leadership team and governors as appropriate.

12 Safeguarding

RSHE discussions can lead to increased safeguarding concerns being raised by pupils.

All staff must follow the Safeguarding and Child Protection Policy if they have concerns about pupil wellbeing or safety.

Confidentiality arrangements must be clearly explained to pupils prior to sessions.



Mrs Sarah Cartwright-Styles
Headteacher

Appendix 1: PSHE Curriculum Map – including Relationships and Sex Education

Puzzle (Half term)	Nursery and Pre-Reception	Reception	Year 1	Year 2
Being Me in My World (Autumn 1) ☞ EYFS: PSED - Self-regulation, Managing Self, Building Relationships ☞ KS1: Health Education (Mental wellbeing), Citizenship	<ul style="list-style-type: none"> Exploring identity and belonging Recognising and naming emotions Following simple rules 	<ul style="list-style-type: none"> Understanding classroom routines Expressing needs and feelings Talking about what makes us special 	<ul style="list-style-type: none"> Understanding rights and responsibilities Feeling proud of achievements Setting goals for learning 	<ul style="list-style-type: none"> Valuing self and others Working cooperatively in groups Understanding democracy and rules
Celebrating Difference (Autumn 2) ☞ EYFS: PSED & Understanding the World (People, Culture, Communities) ☞ KS1: Relationships Education (Families, Respectful Relationships), Citizenship	<ul style="list-style-type: none"> Exploring family structures through play Recognising similarities and differences Learning to take turns and share 	<ul style="list-style-type: none"> Understanding how to be kind Recognising unkind behaviour Talking about what makes us unique 	<ul style="list-style-type: none"> Identifying what makes us and others special Learning about bullying and kindness Exploring respectful relationships 	<ul style="list-style-type: none"> Exploring how differences make us special Recognising bullying and how to get help Promoting empathy and inclusion
Dreams and Goals (Spring 1) ☞ EYFS: PSED - Managing Self, Confidence ☞ KS1: Health Education (Mental wellbeing), Character Development	<ul style="list-style-type: none"> Talking about wishes and dreams ("When I grow up...") Trying new activities and showing perseverance Feeling proud of achievements 	<ul style="list-style-type: none"> Setting simple goals Overcoming obstacles with support Celebrating success 	<ul style="list-style-type: none"> Identifying personal strengths and areas to improve Working in a team towards a goal Understanding perseverance 	<ul style="list-style-type: none"> Setting realistic goals and working towards them Developing resilience and coping with disappointment Reflecting on and celebrating success

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Puzzle (Half term)	Nursery and Pre-Reception	Reception	Year 1	Year 2
Healthy Me (Spring 2) ☞ EYFS: PSED & Physical Development (Health & Self-care) ☞ KS1: Health Education (Healthy Eating, Physical health, Basic first aid)	<ul style="list-style-type: none"> Understanding basic hygiene (washing hands, brushing teeth) Engaging in active play Making healthy choices in food and rest 	<ul style="list-style-type: none"> Talking about keeping healthy (food, exercise, hygiene) Recognising safe and unsafe items (e.g., medicine) 	<ul style="list-style-type: none"> Learning about the importance of exercise, sleep, and hygiene Basic understanding of medicine safety Healthy lifestyle choices 	<ul style="list-style-type: none"> Identifying healthy and unhealthy foods Exploring physical and mental wellbeing Keeping safe in everyday situations (e.g., road safety)
Relationships (Summer 1) ☞ EYFS: PSED - Building Relationships ☞ KS1: Relationships Education (Families, Friendships, Respect)	<ul style="list-style-type: none"> Recognising key people in our lives (family, friends) Playing cooperatively Expressing affection and care 	<ul style="list-style-type: none"> Understanding different family roles Learning to resolve conflict with support Expressing feelings verbally 	<ul style="list-style-type: none"> Exploring different types of relationships Understanding boundaries in friendships Knowing how to ask for help 	<ul style="list-style-type: none"> Exploring trust and safe relationships Understanding secrets vs. surprises Identifying trusted adults
Changing Me (Summer 2) ☞ EYFS: Understanding the World (Life cycles), PSED ☞ KS1: Health Education & Science Curriculum (Growing & Changing, RSE)	<ul style="list-style-type: none"> Talking about growing and change (baby to now) Identifying body parts through play Understanding simple life cycles (e.g., butterfly) 	<ul style="list-style-type: none"> Naming parts of the body (non-sexualised terms) Understanding changes as we grow Respecting our own and others' bodies 	<ul style="list-style-type: none"> Naming external body parts, including genitalia (e.g., penis, vulva) for safeguarding Understanding private vs public body parts Exploring growing up 	<ul style="list-style-type: none"> Recognising life cycles in nature and humans Reinforcing correct names for body parts Discussing physical and emotional changes Respecting privacy and personal boundaries

Appendix 2: By the end of primary school, students should know:

TOPIC	STUDENTS SHOULD KNOW
Families and people who care about me	<ul style="list-style-type: none">That families are important for children growing up because they can give love, security and stabilityThe characteristics of healthy family life, commitment to each other, including in times of difficulty, protection and care for children and other family members, the importance of spending time together and sharing each other's livesThat others' families, either in school or in the wider world, sometimes look different from their family, but that they should respect those differences and know that other children's families are also characterised by love and careThat stable, caring relationships, which may be of different types, are at the heart of happy families, and are important for children's security as they grow upThat marriage¹ represents a formal and legally recognised commitment of two people to each other which is intended to be lifelongHow to recognise if family relationships are making them feel unhappy or unsafe, and how to seek help or advice from others if needed.
Caring friendships	<ul style="list-style-type: none">How important friendships are in making us feel happy and secure, and how people choose and make friendsThe characteristics of friendships, including mutual respect, truthfulness, trustworthiness, loyalty, kindness, generosity, trust, sharing interests and experiences and support with problems and difficultiesThat healthy friendships are positive and welcoming towards others, and do not make others feel lonely or excludedThat most friendships have ups and downs, and that these can often be worked through so that the friendship is repaired or even strengthened, and that resorting to violence is never rightHow to recognise who to trust and who not to trust, how to judge when a friendship is making them feel unhappy or uncomfortable, managing conflict, how to manage these situations and how to seek help or advice from others, if needed.

¹ Marriage in England and Wales is available to both opposite sex and same sex couples. The Marriage (Same Sex Couples) Act 2013 extended marriage to same sex couples in England and Wales. The ceremony through which a couple get married may be civil or religious.

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TOPIC	STUDENTS SHOULD KNOW
Respectful relationships	<ul style="list-style-type: none">• The importance of respecting others, even when they are very different from them (for example, physically, in character, personality or backgrounds), or make different choices or have different preferences or beliefs• Practical steps they can take in a range of different contexts to improve or support respectful relationships• The conventions of courtesy and manners• The importance of self-respect and how this links to their own happiness• That in school and in wider society they can expect to be treated with respect by others, and that in turn they should show due respect to others, including those in positions of authority• About different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders (primarily reporting bullying to an adult) and how to get help• What a stereotype is, and how stereotypes can be unfair, negative or destructive• The importance of permission-seeking and giving in relationships with friends, peers and adults
Online relationships	<ul style="list-style-type: none">• That people sometimes behave differently online, including by pretending to be someone they are not• That the same principles apply to online relationships as to face-to face relationships, including the importance of respect for others online including when we are anonymous• The rules and principles for keeping safe online, how to recognise risks, harmful content and contact, and how to report them• How to critically consider their online friendships and sources of information including awareness of the risks associated with people they have never met• How information and data is shared and used online
Being safe	<ul style="list-style-type: none">• What sorts of boundaries are appropriate in friendships with peers and others (including in a digital context)• About the concept of privacy and the implications of it for both children and adults; including that it is not always right to keep secrets if they relate to being safe• That each person's body belongs to them, and the differences between appropriate and inappropriate or unsafe physical, and other, contact• How to respond safely and appropriately to adults they may encounter (in all contexts, including online) whom they do not know• How to recognise and report feelings of being unsafe or feeling bad about any adult• How to ask for advice or help for themselves or others, and to keep trying until they are heard• How to report concerns or abuse, and the vocabulary and confidence needed to do so• Where to get advice e.g., family, school and/or other sources

Appendix 3: Parent form: Withdrawal from sex education within RSE

TO BE COMPLETED BY PARENTS			
Name of child		Class	
Name of parent		Date	
Reason for withdrawing from sex education within relationships and sex education			
Any other information you would like the school to consider			
Parent signature			

TO BE COMPLETED BY THE SCHOOL	
Agreed actions from discussion with parents	

Relationships and Sex Education (RSE) Policy

Ownership and consultation	
Document sponsor (role)	Director of Education (Europe and USA)
Document author (name)	Former group Director of Wellbeing/PSHE Leads
Consultation February 2020	Consultation with the following: Regional Safeguarding Lead (RSL)
Review – June 2022	Director of Education for Europe Regional Safeguarding Lead for Europe
Review - June 2025	Regional Safeguarding Lead for Europe and USA

Audience	
Audience	All school staff

Document application and publication	
England	Yes
Wales	Yes

Version control	
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Related documentation	
Related documentation	Curriculum Policy Anti-Bullying Policy Behaviour Policy SEND Policy EAL Policy Preventing Radicalisation and Extremism Policy Drug and Alcohol Policy Safeguarding and Child Protection Policy Independent School Standards