



Arnold Hill Spencer Academy

Personal, Social, Health & Economic Education (PSHE) Policy 2026-27

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1. Introduction

This policy has been produced in consultation with key stakeholders, including senior leadership, the safeguarding team and governors. Parents and carers have also been informed about the policy and the policy is available for parents and carers via the school website. The policy will be reviewed on a 2 yearly basis to ensure all content is relevant and up to date.

2. Aims

Our PSHE education at Arnold Hill Spencer Academy will ensure that young people are prepared for life beyond the Academy. We will enable the students to develop the knowledge, skills, and attributes they need to stay healthy, safe, and prepared for life now and in the future. Using a spiralled curriculum, we will teach students how to:

- Stay physically and mentally healthy by learning about wellbeing, healthy lifestyles, and self-care.
- Keep themselves safe by understanding risks, relationships, consent, online safety, and where to get help.
- Build positive relationships based on respect, empathy, communication, and healthy boundaries.
- Develop confidence and resilience so they can cope with challenges, setbacks, and change.
- Become responsible citizens who understand diversity, equality, rights, and responsibilities.
- Manage money and make informed choices about careers, finances, and their future.
- Prepare for adult life by developing decision-making, problem-solving, and critical-thinking skills.

3. Statutory Requirements

In teaching PSHE, we are required by our funding agreements to fulfil the statutory requirements set out by the department for Education. This can be found here: [Relationships Education, Relationships and Sex Education and Health Education guidance](#)

4. Curriculum and Delivery

PSHE lessons will be taught primarily during tutor time by students form tutor. This will be through 3 different sessions:

- Assemblies - These will be once a week. These are designed to enrich students understanding of the PSHE curriculum and our British Values.
- Personal Development - These will be twice a week. These are the lessons which cover the statutory requirements.
- Life skills - These will be once a week. These are discussion-based lessons with each half term focused on a different topic. The topics are Careers, Endurance, Financial Education, Careers Skills, Debating, Character Education.

Assemblies will be taken by members of Arnold Hill Spencer Academy staff and, the wider trust. At times we may invite guest speakers in to deliver assemblies or talks. All guest speakers will be required to share their resources and plans in advance to allow us to ensure they are appropriate. Parents can request to see any resources at any point.

Some PSHE topics will also be covered in subject areas. The Head of Subjects will complete an audit to track where this takes place.

Any RSE lesson may consider questions or issues that some students will find sensitive. Before embarking on these lessons, ground rules are established which prohibit inappropriate personal information being requested or disclosed by those taking part in the lesson. When students ask questions, we aim to answer them honestly, within the ground rules established at the start of the sessions. When it is felt that answering a specific question would involve

information at a level inappropriate to the development of the rest of the students, the question may be dealt with individually at another time.

The curriculum has been planned and designed using a variety of different sources, such as the Department for Education: Relationships Education, Relationships and Sex Education (RSE) and the PSHE Association: Programme of study for PSHE Education.

All schemes of learning can be found below.

If you would like to see more of our resources, please email NWalker-Lang@arnoldhillspencer.org.uk

5. Training

Staff are trained on the delivery of RSE as part of their induction and it is included in our continuing professional development calendar. The Academy will also invite visitors from outside the school, such as school nurses or sexual health professionals, to provide support and training to staff teaching RSE.

6. Roles and Responsibilities

The school governors - Ensure the RSE policy is fit for purpose and fulfils its legal obligation.

Principal - Makes sure the school provides high-quality PSHE education, follows government guidance, keeps pupils safe, and supports staff in delivering the curriculum.

Personal Development Lead - Plans and oversees the PSHE curriculum, provides resources and training for staff, monitors the quality of lessons, and ensures PSHE meets pupils' needs.

Teachers and other staff - Deliver PSHE lessons, create a safe and respectful learning environment, answer questions appropriately, support pupils' wellbeing, and report any safeguarding concerns.

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

7. Inclusion

It is important that all our pupils feel valued, respected, and able to succeed. In order to achieve this we will:

- Use diverse examples and case studies that reflect different cultures, ethnicities, religions, family structures, disabilities, genders, and life experiences.
- Use inclusive language that avoids stereotypes and respects different identities and experiences.
- Challenge prejudice and discrimination such as racism, sexism, homophobia, biphobia, transphobia, ableism, and religious discrimination.
- Ensure resources are accessible for all learners, including pupils with SEND, by adapting materials and teaching approaches where needed.
- Create a safe classroom environment where pupils can ask questions, share views respectfully, and feel confident that their opinions will be listened to.
- Teach about protected characteristics in an age-appropriate way, in line with the Equality Act 2010.
- Include pupil voice by seeking feedback on PSHE topics and ensuring lessons respond to pupils' needs.
- Be mindful of different experiences and recognise that some topics may affect pupils personally.

8. Parents/Carers Right to Withdraw

Parents and carers have the right to request that their child be withdrawn from some or all of **sex education** delivered as part of PSHE. Parents are unable to withdraw students from Relationships Education. This teaches pupils how to build healthy and respectful relationships with friends, family, and others, focusing on topics such as communication,

consent, boundaries, and staying safe. Sex Education focuses more specifically on human development and sexual health, such as puberty, reproduction, and contraception, in an age-appropriate way. Sex Education is taught:

- Year 7 - HT2
- Year 8 - HT4
- Year 9 - HT2 and 5
- Year 10 - HT3
- Year 11 - HT3

Further details of these lessons can be found in the curriculum maps and by emailing: NWalker-Lang@arnoldhillspencer.org.uk

If you wish to withdraw a child from sex education, the Academy will require the Personal Development Lead to discuss the request with the parents and carers.

If a parent/carer wishes to withdraw their child from sex education, then a letter or email must be sent to the Principal at info@arnoldhillspencer.org.uk

Following the discussions, except in exceptional circumstances, the Trust will respect the parents' and carers' request to withdraw their child, up to and until three terms before the child turns 16. After that point, if the child wishes to receive sex education rather than be withdrawn, the Academy will ensure the child is able to attend these lessons.

9. Safeguarding and Confidentiality

Staff cannot offer unconditional confidentiality. Staff are not legally bound to inform parents and carers or the Principal of any disclosure, however any necessary information will be passed to the Academy's Designated Safeguarding Lead (DSL).

In any case where child protection procedures are followed, the member of staff will ensure that the young person understands that if confidentiality has to be broken, they will be informed first.

10. Answering Students' Sex Education Questions

Teachers will always answer Sex Education questions in a factual, age-appropriate, and sensitive way. Staff will ensure that language is appropriate for the age group, avoid sharing unnecessary explicit detail, and focus on helping pupils understand health, relationships, consent, safety, and respect. If a question goes beyond what is appropriate for the curriculum stage or if a student has been withdrawn from sex education, teachers will not go into detail but will acknowledge the question and may contact our pastoral team or parents to allow the question to be answered privately.

Approved by: The Principal	Date: 14/07/2026
Last reviewed on:	September 2025
Next review due by:	September 2027
Reviewed and ratified by Governors:	14/07/2026

Appendix 1

Year 7 Curriculum Overview 'Know it'				
PSHE				
HALF TERM	THEME	UNIT TITLE	Key themes studied	Key vocab
TERM 1.1	Celebrating Diversity & Equality	Celebrating Differences	☐ Identity ☐ Multiculturalism ☐ Equality ☐ Discrimination ☐ Islamophobia	Immigration, Diversity, Identity, Prejudice, Discrimination, Stereotype, Tolerance, Persecution, Harassment, Islamophobia
TERM 1.2	Health & Wellbeing	Puberty & Body Development	☐ Puberty ☐ Body Development ☐ Periods ☐ Emotions ☐ Consent	Puberty, Hygiene, Hormones, Vagina, Penis, PMS, Menstruation, Erections, Ejaculation, Vaccination
TERM 2.1	Rights, Responsibilities & British Values	Politics, Parliament & Me	☐ General Elections ☐ Democracy ☐ Making Laws ☐ Democracy ☐ MP	Parliament, Democracy, Elections, House of Commons, House of Lords, Campaigns, Conservative party, Labour Party, Liberal Democrats, MP
TERM 2.2	Staying Safe Online & Offline	Staying Safe online & Offline	☐ Gangs ☐ Vaping ☐ Knife crime ☐ Caffeine ☐ Peer Pressure ☐ Drinking	Addiction, E-Cigarettes, Vaping, Vape Shops, Caffeine, Consumption, Alcohol dependency
TERM 3.1	Life Beyond School	Looking after myself	☐ <u>Bullying</u> ☐ Staying safe in public ☐ Transition points ☐ Wellbeing ☐ Mental health	Bystander, inequality of power, Gut instinct, Wellbeing, Anxiety, Mental Health, Transition points, Transition.
TERM 3.2	Relationships & Sex Education	Friendships, respect & Relationships	☐ Consent ☐ Friendships ☐ Respect ☐ Relationships ☐ Misogyny ☐ Incel behaviours	Consent, Boundaries, Exploitation, Grooming, Manipulation, Peer pressure, Sexism, Misogyny, Incels, Assertive.

Year 8 Curriculum Overview 'Understand it'
PSHE

HALF TERM	THEME	UNIT TITLE	Key themes	Key vocab
TERM 1.1	Celebrating Diversity & Equality	LGBTQ+ Explored Please note that students will <u>not</u> be asked to question their gender identity or <u>sexuality</u> in these lessons.	☐ Homophobia ☐ LGBTQ+ meaning ☐ Coming out ☐ 2010 Equalities Act	Homophobia, Transphobia, Ally, Oppression, Passive, Assertive, Aggressive, Coming out, Gender identity, Hate Crime.
TERM 1.2	Rights, Responsibilities & British Values	Law, Crime & Society	☐ Laws ☐ Rights ☐ Society ☐ Community ☐ Prison system	Community, Multiculturalism, Stereotype, prejudice, Age of Criminal responsibility, Criminal Justice System, Young Offender, Retribution, Rehabilitation, Deterrence
TERM 2.1	Life Beyond School	My career	☐ Self Esteem ☐ Body Image ☐ Budgeting & Finance ☐ Careers	Labour Market, Zero-hour contracts, Gig economy, Home working, Globalisation, A-Levels, BTECs, Apprenticeships, Sixth form, College
TERM 2.2	Relationships & Sex Education	Identity, Relationships & Sex Education	☐ Penis ☐ Vagina ☐ Love ☐ Consent ☐ Contraception ☐ Periods	Conflict, Consent, Penis, testicles, Vulva, Vagina, uterus, Oestrogen, Toxic shock syndrome, contraception
TERM 3.1	Staying Safe Online & Offline	Dangerous Society Online & Offline	☐ County Lines ☐ Cyber bullying ☐ Trolling ☐ Grooming	County Lines, Exploitation, Grooming, Trolling, Echo-Chambers, Grooming, Catfishing, Psychological, Financial
TERM 3.2	Health & Wellbeing	Physical Health & Mental Wellbeing	☐ Health & Wellbeing ☐ Child Abuse ☐ Body image ☐ Healthy eating	Balanced Diet, Cholesterol, PTSD, Anxiety, Depression, body image, Neglect, Safeguarding, Abuse, Banter, Bullying, Cyber Bullying

Year 9 Curriculum Overview 'Develop it'
PSHE

HALF TERM	THEME	UNIT TITLE	Key themes	Key vocab
TERM 1.1	Rights, Responsibilities & British Values	Combatting Extremism & Terrorism	☐ Terrorism ☐ Extremism ☐ Radicalisation ☐ Anti-Semitism	Conspiracy theories, Extremism, Extremist narratives, Radicalisation, Jihad, Intolerance, Radicalisation, Prevent, Grievances, Antisemitism.
TERM 1.2	Relationships & Sex Education	Sex, The law and Consent	☐ Consent ☐ Sexual activity ☐ Contraception ☐ Sexual Health	Consent, sexual assault, rape, masturbation, STI, STD, hymenoplasty, FGM, Virginity testing
TERM 2.1	Staying Safe Online & Offline	Legal & Illegal Drugs	☐ Cannabis ☐ Illegal Drugs ☐ Drug Addiction ☐ Volatile Substance Abuse	Cannabis, CBD Products, Class A, Class B, Class C, Supply, Possession, Psychoactive Substances, Hallucinogenic, New Psychoactive Substances, Volatile Substance Abuse
TERM 2.2	Life Beyond School	Essential Life Skills	☐ Road safety ☐ First Aid ☐ Railroad and waterways safety ☐ Dangers of gambling	Defibrillator, CPR, Recovery Position, Inland waters, Level crossings, gambling addiction, triggers
TERM 3.1	Relationships & Sex Education	Contraception and STI's	☐ Contraception ☐ HIV and AIDS ☐ STI's and STD's ☐ Harassment and stalking	Sexual Health Clinic, STI, Implant, Contraceptive Pill, IUD, Vasectomy, Femidom, Diaphragm, Sexual Harassment, Stalking
TERM 3.2	Health & Wellbeing	Body Confidence	☐ Self esteem ☐ Vaping ☐ Alcohol ☐ Treating others with kindness	Homophobia, Biphobia, Transphobia, Self-Love, type 2 diabetes, class B drug, breast cancer, prostate cancer, testicular cancer

Year 10 Curriculum Overview 'Challenge it' PSHE				
HALF TERM	THEME	UNIT TITLE	Key themes	Key vocab
TERM 1.1	Rights, Responsibilities & British Values	Exploring British Values	☐ British Values ☐ Human Rights ☐ Cults ☐ Fake News	Fake News, Cult, British Values, Critical thinking, Disinformation, Misinformation, Coercion, Amnesty International, Universal Declaration of Human Rights.
TERM 1.2	Life Beyond School	Rights and Responsibilities	☐ Targeted advertising ☐ Social media ☐ Consumer rights ☐ Employment rights ☐ Pay checks	Body image, Self Esteem, Targeted Advertisements, Trade union, Payslip, Net Pay, Gross Pay, National Insurance, Salary, Common Law Marriages, Consumer Rights
TERM 2.1	Relationships & Sex Education	Exploring Relationships & Sex Education	☐ Nudes ☐ Porn ☐ Sexual Abuse & Rape ☐ Domestic Violence	Consent, Rape, Sexual assault, Sexual harassment, Choking, Revenge Porn, Extreme Porn, Child Pornography, Sexualisation, Coercion.
TERM 2.2	Staying Safe Online and Offline	Violence, crime and Seeking Safety	☐ Forced marriage ☐ Online Gambling ☐ Data ☐ Modern day slavery ☐ Knife crime	Honour, forced marriage, In-app purchases, desensitised, radicalised, Fraud, Personal data, phishing Modern day slavery, human trafficking
TERM 3.1	Health and Wellbeing	Adult Health	☐ Abortion ☐ Stem cell donation ☐ Blood and organ donation ☐ Pregnancy	Stem Cell donation, Blood Transfusions, Abortion, Miscarriage, Adoption, Foetal Alcohol Syndrome, Pelvic floor, Folic Acid, child bereavement, Midwife
TERM 3.2	Health & wellbeing	Mental Health & Wellbeing	☐ Anxiety ☐ Mental health ☐ Discrimination ☐ Physical health ☐ Healthcare services.	Equality, Indirect discrimination, Direct discrimination, Harassment, Emotional wellbeing, anxiety, sedentary lifestyle, BMI, Gillick competent.

Year 11 Curriculum Overview 'Secure it'
PSHE

HALF TERM	THEME	UNIT TITLE	Key themes studied	Keywords
TERM 1.1	Revision	Revision strategies	☐ Mind maps ☐ Flash cards ☐ Quizzing ☐ Online tools	Revision timetables, procrastination, blocking, flashcards, techniques, exam practice, mind maps.
TERM 1.2	Life Beyond School	Your Future & Beyond	☐ Exam stress ☐ Dealing with peer influence. ☐ Going on holiday without parents ☐ Staying safe around alcohol	Blue Light, Echo chamber, Unit of alcohol, Methanol poisoning, Drink Spiking, Screen addiction, Online Disinhibition Effect, Validation
TERM 2.1	Relationships & Sex Education	Sexual Health	☐ Contraception ☐ Fertility ☐ Love and Abuse ☐ STIs and STD's ☐ Sexual Health ☐ Menopause	Coercion, Fertility, Menopause, Spiked, Abstinence, Vaginal ring, IUD, Emergency contraception, Female condom, Calander method
TERM 2.2	Online & Offline Safety	Staying Safe	☐ Substance abuse ☐ Vaping ☐ Cosmetic surgery ☐ Online reputation ☐ Deep fakes ☐ AI	Prescription drugs, nicotine addiction, New Psychoactive Substances, Nitrous Oxide, Aesthetic Procedures, Cosmetic Procedures, Aesthetic, Deep fakes, AI, Plagiarism
		REVISION FOR GCSE EXAMS		

LIFE SKILLS-Years 7-11

HALF TERM	UNIT TITLE	Key themes	Key vocab
TERM 1.1	Careers	☐ Apprenticeships ☐ Employability skills ☐ Labour Market information ☐ Aspirations ☐ Interview skills ☐ CVs ☐ Personal Statements ☐ Career paths	Ambition, enterprise, entrepreneur, networking, professionalism, recruitment, transferable skills, teamwork, leadership, volunteering
TERM 1.2	Endurance	☐ Stress management ☐ Self-awareness ☐ Resilience ☐ Revision strategies	Stress, stress management, self-awareness, resilience, wellbeing, mindfulness, revision, revision strategies, goal setting, and growth mindset
TERM 2.1	Financial Education	☐ Budgeting ☐ Credit/store cards ☐ Loans ☐ Mortgages ☐ Student loans ☐ Gambling ☐ Scams ☐ Stocks and shares.	Income, expenditure, savings, interest, debt, risk, fraud, investment, financial planning, and consumer awareness
TERM 2.2	Careers project	☐ Years 7-10 will each complete a different project to develop their employability skills.	Entrepreneur, innovation, product development, market research, target audience, branding, investment, profit, pitch, and unique selling point
TERM 3.1	Debating	☐ Years 7-10 will each complete an in tutor debating competition.	Debate, argument, evidence, counterargument, persuasion, audience, opinion, bias, public speaking, reasoning
TERM 3.2	Character Education	☐ Respect ☐ Leaderships ☐ Punctuality ☐ Equality ☐ Confidence	Respect, leadership, punctuality, equality, confidence, responsibility, teamwork, communication, discrimination, empathy

Year 12

HALF TERM	THEME	UNIT TITLE	Key themes
TERM 1.1	Health & Wellbeing	Introduction to becoming an effective Sixth Former	☐ Learning Habits/skills – Oracy, Literacy, Analysis, Group work ☐ Managing transition into adulthood (getting jobs, managing independent work, healthy living – physical and emotional health) ☐ Futures focus: Personal branding, part-time job applications, creating a CV, online presence
TERM 1.2	Health & Wellbeing	Positive Wellbeing	☐ Wellbeing Strategies ☐ Gender & Sexuality ☐ Healthy Relationships (inc. romantic relationships; toxic relationships) ☐ Diversity & Pride ☐ Pregnancy risk ☐ Futures Focus: Effective Revision Strategies (first round of mocks in December)
TERM 2.1	Living in the Wider World	Personal Finance	☐ Payment methods & spending habits ☐ Types of bank account ☐ Types of work (inc. Casual work) ☐ Debt, management of debt & it's consequences ☐ Payslips – decoding information and what to do when pay is wrong ☐ Futures Focus: goal-setting, interviews, types of employment, entrepreneurialism
TERM 2.2	Relationships	Sexual Health	☐ Consent ☐ Sexual Assault – seeking advice for support, the law, how to support someone affected ☐ “Date Rape” – definitions, impacts, signposting support ☐ Contraception (incl. emergency contraception) ☐ STIs – testing for, symptoms of and support for those affected ☐ Futures focus: Post 18 Options: Apprenticeships, University and application process
TERM 3.1	Health & Wellbeing	Work and Play (Managing health and safety)	☐ Workplace behaviours (conduct, dress, employers) ☐ Workplace hazards, use of drugs and alcohol at work, safety signs ☐ Trade Unions & Workers Rights ☐ Cancer – Risks, types and symptoms (skin, cervical, breast and testicular) ☐ Sun Safety ☐ Healthy food choices ☐ Futures focus: Post 18 Options: Apprenticeships, University and application process

TERM 3.2	Living in the Wider World	Boundaries, Privacy and distortions of reality	☐ Online boundaries and safety ☐ Keeping a professional reputation ☐ Distortion of self-image/worth online ☐ Bias, Propaganda and Manipulation ☐ Sexting ☐ Extremism and Radicalisation (law, consequences, how to avoid, how to spot, PREVENT) ☐ Futures Focus: Post 18 Options – Research and support, personal statement drafting
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Year 13

HALF TERM	THEME	UNIT TITLE	Key themes studied
TERM 1.1	Health & Wellbeing	The impact of Drugs and Alcohol on health	☐ Addiction ☐ Recreational drug usage (cannabis, alcohol, magic mushrooms) ☐ Alcohol and Sex – knowing risks and managing consequences) ☐ Freshers Flu ☐ Getting Medical Support – registering in new places ☐ Futures Focus: Personal Statement writing/ UCAS
TERM 1.2	Relationships; Health and Wellbeing	Managing social pressures	☐ Grief ☐ How pornography distorts perceptions of healthy sexual relationships ☐ What is revenge porn (definitions and the law) ☐ The use of Drugs (at festivals and parties) ☐ Mental Health and Resilience ☐ Futures Focus: Personal Statement writing/ UCAS
TERM 2.1	Living in the Wider World	Living within the Law	☐ Bullying ☐ Bystander Effect ☐ Forced Marriage ☐ Harassment ☐ De-escalation of aggressive situations ☐ Consequences of Organised Crime ☐ Futures Focus: Immunisations, Body Image & Healthy habits
TERM 2.2	Living in the Wider World	Managing Money in the Wider World	☐ Budgeting ☐ Financial Choices ☐ Saving options ☐ Consumer Rights ☐ Inflation ☐ Borrowing money and its risks ☐ Futures Focus: tax, foreign currency, exchange rates, insurance
TERM 3 (3.1 & 3.2)	REVISION FOR LEVEL 3 EXAMS		