



PSHCE Policy

Policy Author: Assistant Head (Pastoral)

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Next Review Date: **June 2027**

RGS WORCESTER PSHCE POLICY

This policy will be reviewed at least annually and the next review is due in July 2027.

This policy should be read in conjunction with the Relationships Education, Relationships and Sex Education (RSE) Policy and it be noted that the school is working in accordance with the new statutory guidance for Relationships Education, Relationships and Sex Education (RSE) and Health Education which is mandatory from September 2026. The guidance can be found [here](#).

Please note that this Policy should also be read in conjunction with other relevant RGS policies which include The Educational Equal Opportunities Policy, Safeguarding Children Policy and the Work Experience Policy.

AIMS

The PSHCE programme has the following aims:

- To develop young people's characters and intellect.
- To preserve and enhance their physical and emotional wellbeing, growth and development through to adulthood.
- To develop personal values, moral codes and standards of behaviour that will stand them in good stead throughout their lives.
- To develop a culture of inclusivity and diversity, showing respect for others and challenging prejudice and discrimination
- To develop an understanding of the law around equality and protected characteristics
- To develop an understanding of healthy and unhealthy relationships, the law around sex and consent and the ability to make safe and wise choices in these areas
- To enable pupils to make good decisions about their health and wellbeing and to understand the links between physical and mental health
- To develop an understanding of the political, legal and economic functions of adult society, in relation to fundamental British values, and with the social and moral awareness to thrive in it.
- Understanding of higher education, career possibilities, personal financial management and the value of service to the local and wider community.

In pursuing these aims the school will:

- Provide opportunities for students to study and engage with the local community in which they find themselves and the wider world around them.
- Teach pupils about the laws, system of government and values of the country in which they live, encouraging them to accept the responsibilities expected of them and to take advantage of the freedoms available to them.
- Teach pupils about the importance of a healthy lifestyle by providing statutory Health Education, alongside giving them opportunities to develop their personal health and fitness, both physical and mental, within the framework of a safe, disciplined, challenging, encouraging and, above all, happy environment.
- Teach pupils about diverse spiritual, religious and moral codes and provide a sympathetic forum in which they can explore, discuss and develop their own values.

- Provide statutory Sex and Relationships Education to children appropriate to their age, physical and mental maturity, guiding them through distinct stages of understanding and awareness of biological and emotional human development, to the responsibilities and choices of early adulthood. All sex education should be taught alongside a consideration and understanding of healthy relationships and the importance of consent.
- Provide extensive advice and guidance with regard to higher education and careers as well as teaching students about personal financial management and responsibilities.

Our PSHCE programme is delivered fortnightly throughout the year in one-hour timetabled lessons for Years Seven to Eleven. To supplement these lessons, a number of topics are delivered via year group assemblies. Pupils also engage with current affairs and a range of topical issues in Form time, in particular using the resource 'The Day.' Sixth Form PSHCE is delivered on a fortnightly basis by tutors, following an agreed programme overseen by the Head of PSHCE and the Head of Sixth Form.

There are also opportunities to engage with PSHCE across the curriculum. For instance, the study of religion, spirituality and morality is inherent in the RS curriculum, while the ethical issues surrounding technology including AI forms an important part of the Year 9 scheme of work. An understanding of the workings and healthy development of the human body is a key area of study in Science and PE. The study of citizens' rights, responsibilities and freedoms is considered in History, as well as in Politics at A Level. Many subject areas touch upon areas of the PSHCE Programme of Study in varying levels of depth including elements of Sex and Relationship Education being delivered as part of KS3 and GCSE Biology.

Assessment

Pupils are surveyed at least annually about their experiences of PSHCE and their feedback is taken into account when reviewing the programme.

Pupils record key information and learning outcomes in the digital Records of Learning, which are periodically checked by their PSHCE teacher.

Responsibilities and Review

A small team of teachers with relevant expertise are the main deliverers of the PSHCE programme. Resources are provided centrally; teachers have the freedom to adapt these according to the needs of their class. Support is provided by Head of PSHCE and the Assistant Head of PSHCE.. Outside speakers will also play a role in the delivery of the programme. The Head of PSHCE along with the Assistant Head of PSHCE are responsible for reviewing the programme annually by responding to pupil and teacher feedback as well as trends within society.

The programme works on a spiral curriculum model with each year building on the last. The three main areas of study are Healthy Lifestyles, Relationship and Sex education and Living in the Wider World.

To provide appropriate careers guidance for pupils receiving secondary education:

- RGS has a comprehensive programme of careers education and guidance, which begins in the preparatory schools and permeates through all of the Year groups at Secondary level. This is overseen by a dedicated Head of Careers.
- The school's Careers Programme is aligned with the Gatsby Benchmarks of Good Career Guidance and is regularly reviewed to ensure pupils receive meaningful encounters with employers, higher education providers and workplace experiences.
- There is a series of Handbooks which provide guidance for pupils and parents at important points when choices need to be made. All pupils/parents receive a copy of the relevant handbook at the relevant stage.
- Careers education and employability skills are embedded throughout the curriculum from Year 7 through to Year 13. Pupils are encouraged to develop communication, leadership, teamwork, resilience, problem-solving and organisational skills through academic study, co-curricular activities and enrichment opportunities
- The PSHCE programme in the Middle School features some careers guidance and simple profiling and introduces pupils to the function of the Careers Department. All pupils in all years have an annual assembly that reminds them of their entitlement to Careers provision at RGS.
- Careers information is located in the school library, the Careers Library and, for Sixth Formers relevant information is displayed and made available in the Sixth Form Centre.
- Pupils have access to online careers platforms including Unifrog to support research into pathways, careers, higher education, apprenticeships and employability skills.
- We run a series of information evenings for pupils and parents:
- Pupils are provided with opportunities to access information about a full range of post-16 and post-18 pathways, including university, apprenticeships, degree apprenticeships and technical education routes
- The Year Nine Parents' Evening in the Lent Term begins with a plenary session on GCSE option choices, which may have careers implications. Year Nine pupils also have a morning dedicated to Careers Profiling and help and advice about making sensible choices at GCSE level.
- Year Eleven pupils and parents attend an information evening about A Level choices in the Lent Term, which includes plenary sessions and presentations by Heads of Academic Departments. The Head of Careers talks to parents about Work Experience, CV Builder and the Enterprise and Employability enrichment course that all pupils undertake in the Lower Sixth.
- Lower Sixth pupils and parents attend a Higher Education and Careers Evening in the Trinity Term which features presentations by RGS staff, university admissions tutors and the Head of Careers.

- A Careers Fair and Higher Education EXPO is held annually for all pupils at RGS and the wider community. A wide variety of local employers, professions and universities attend and provide insight into life beyond RGS.
- Pupils benefit from a wide range of employer encounters, visiting speakers, alumni presentations, workplace visits and networking opportunities designed to broaden aspirations and increase awareness of future pathways.
- International Universities are invited to the EXPO and A Star Future (specialists in gaining International places) speak to the Sixth Form in an assembly.
- Work experience is organised through an on-line portal, which pupils from Year Eleven onwards can access. Pupils can go on placements at anytime during Year Eleven through to Upper Sixth, but most take place after GCSE examinations in Year Eleven. Most of our pupils are encouraged to go on several placements. However, this is on a voluntary basis, with the emphasis on pupil initiative and pupil contacts. Lower Sixth linguists can undertake work experience in Murcia/Le Vesinet at the end of the Michaelmas/Lent Terms.
- Year Ten pupils can opt into Morrisby Profiling in the summer term with a full interview in Year Eleven helping them make choices regarding A-level and beyond. An Elevate seminar is arranged at the start of Year Eleven with a follow-up session dedicated to Exam technique in the Lent Term.
- Provision for all students in the Sixth Form is designed to be appropriate to their needs and the aim is to give impartial, relevant and timely advice at all times and to enable all pupils to have the opportunity to learn and make progress.
- The Careers Programme is reviewed regularly through destination data, staff feedback and evaluation of events and activities to ensure provision remains relevant, effective and responsive to labour market information.

Sixth Form students are currently offered the following A Level Subjects: Art, Biology, Business, Chemistry, Classical Civilisation, Design and Technology, Drama and Theatre Studies, Economics, English Literature, French, Geography, German, Government and Politics, History, Latin, Mathematics, Further Mathematics, Music, Physical Education, Physics, Psychology, Religious Studies, Sociology, Spanish, Textiles and Computer Science. There is also the option to study for a 2 A Level equivalent BTEC National Diploma in Sport and a 1 A Level equivalent CTEC in Business.

For the academic year 2025/26 A Level studies are allocated ten periods per fortnight periods, except for Further Maths, which is allocated four periods per fortnight. The blocking of subjects is determined mostly by student choices together with staff availability and the need for certain subject combinations to be available. There are other courses available, including the Extended Project Qualification, dedicated extension classes in many subjects, help with specific tests such as LNAT, Oxbridge preparation classes, Sports Leaders Award and repeat GCSE classes in Mathematics and English where staff advise these are necessary and in particular with a view to a future UCAS application.

A Level courses are demanding and require that students take time to undertake considerable time in independent study outside of the classroom if they are to fulfil their potential. Depending on subject choices, students will have on average fifteen study periods per fortnight. During this time students are able to work in the Private Study rooms in Gordon House, one of which is supervised by a member of staff and this is a silent working environment. Students are also able to visit departments to meet with teachers and discuss their academic work, or complete coursework if this is a requirement of the course, during these private study periods if teachers are available. There is also the option of working in the Library or using a free classroom. The Sixth Form team and other teaching staff are regularly available in Gordon House (Sixth Form Centre) to monitor how the students are using their time and to address any concerns as required.

This academic programme is accompanied by an extensive provision of sporting and co-curricular activity and Sixth Formers are encouraged to participate in these. This provision includes:

- Sport: Athletics, Cricket, Rugby, Netball, Hockey, Rounders, Football and Tennis; sports tours;
- Cultural and Aesthetic: music, drama, dance, art;
- Activities: CCF, Duke of Edinburgh's Award, Young Enterprise, overseas expeditions organised around volunteer help, fund-raising activities for charity;
- Academic: Maths, Physics, Chemistry award schemes, educational trips and expeditions, Arkwright scholarship.

To enable adequate preparation of students for the opportunities, responsibilities and experiences of adult life. This aspect of the RGS curriculum will be addressed by a variety of activities which will include the following:

- the PSHCE programme
- the opportunity to act as pastoral or school prefects
- leadership roles in Houses, clubs and societies
- the opportunity to serve on the School Council
- the opportunity to acquire work experience as well as help at RGS Springfield or RGS The Grange
- careers and university advice, open-day visits to Universities and other institutes of further and higher education.

Sexual Conduct in Schools Review

Following the Ofsted review into Sexual Conduct in Schools, RGS responded by working alongside pupils to establish a peer-to-peer programme of assemblies and seminars to assist pupils further in their understanding of the law and appropriate conduct. This programme sits alongside the PSHCE scheme of work, which covers the topic in detail and depth, and is intended to enhance understanding and appreciation of the topic in a Key Stage-appropriate manner. The provision is managed by the Head of PSHCE alongside the Deputy Head Pastoral, Assistant Head (DSL), and the relevant Heads of Year.

Sponsor – Assistant Head (Pastoral): June 2011

Reviewed and Endorsed by the Board of Governors: September 2012, September 2013, August 2014, August 2015, September 2016, August 2017, August 2018, August 2019, August 2020

Full review: July 2021 and June 2022 by the Senior Deputy Head, June 2023 by the Deputy Head Pastoral, June 2024 by the Deputy Head Pastoral, June 2025, June 2026