



Wellington College

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Table of contents of this policy

	Page
1. How this policy has been produced, how it will be reviewed, consultation with parents/carers.	2
2. Definition and scope of RSE a. Subject content b. How it is taught c. Who is responsible for teaching it?	3
3. How the subject is monitored and evaluated.	4
4. LGBTQ+	5
5. Accessibility and safeguarding.	5
6. How subject content/materials are made available to parents.	5
7. Information about how a parent can request their child be excused from sex education. (the school should respect the parents' request to withdraw the child, up to and until three terms before the child turns 16.)	5
8. Governors' responsibilities.	5
9. Tracking of changes from policy reviews.	6
Appendix 1: overview of the Wellbeing curriculum RSE provision and coverage of the DfE statutory requirements.	7
Appendix 2: chronology of parental consultations.	12

This policy is drafted in accordance with all relevant legislation and the Department for Education (DfE) Statutory Guidance on Relationships Education, Relationships and Sex Education and Health Education.

Related Wellington College policies and documents:

Safeguarding Policy

Low Level Concerns Policy

Child-on-Child Abuse Policy

Guidance for Supporting Gender-Questioning and Transgender Students Visiting Speakers Policy
Preamble.

Relationships and Sex Education (RSE) at Wellington College, forms part of the school's Wellbeing Programme. The Wellbeing programme is a taught curriculum aimed at helping pupils to reflect on and develop the habits of a life well-lived. All RSE lessons are informed by this philosophy and aim to help young people to make informed, deliberate and skilful choices in their lives which contribute to their own flourishing and the flourishing of others. A significant focus of RSE at Wellington is on safeguarding and equipping young people to avoid harmful or damaging situations however, this is never to the detriment of the primary focus and philosophy of the Wellbeing course; namely to develop the positive attributes and dispositions needed for a flourishing life.

1. Production, Review and Consultation of this policy.

- a. This policy was drafted by the Deputy Head Pastoral and the Head of Wellbeing. It was then consulted upon by the Pastoral Leadership Team¹. It has been reviewed and approved by the Executive Leadership Team and the relevant School Governors.
- b. This policy has been published to all Wellington College parents and carers via the school website. The policy is sent out to parents annually in the Autumn Term via email and they are invited to give their views on it (see appendix).
- c. This policy has been shared with the teaching staff via email by the Head of Wellbeing. Teaching staff have been invited to give their input on the policy and are welcome to view the content of the Sex and Relationships lessons on Microsoft OneNote.
- d. Pupils are consulted annually via email by the Head of Wellbeing on the content of their RSE lessons and are invited to make suggestions on how the lessons might be improved.
- e. Responses arising from the consultation (parents/carers/staff/pupils) will be considered by the Head of Wellbeing and the Deputy Head Pastoral Wellbeing. Any actions or changes arising from the responses will be communicated directly to the person who has raised it and will be logged as an action in the RSE policy. If action is not taken, the reasons for this will be communicated directly to the person raising it by the Head of Wellbeing or the Deputy Head Pastoral and Wellbeing.

¹ The Pastoral Leadership Team comprises: Deputy Head Pastoral; Deputy Head Compassion, Belonging and Wellbeing, Deputy Head Safeguarding (and DSL); Deputy DSL; Nurse in Charge of the Health Centre; School Chaplain; Lead School Counsellor; Senior Assistant HM; Head of Wellbeing; Head of the Prince Albert Foundation, Head of Student Emotional Health and Wellbeing

- f. This policy will be reviewed annually by the Pastoral Leadership Team and at appropriate intervals by the School Governing Body or relevant sub-committee.
- g. This policy has been reviewed by an external consultant (Steve Boyes).

2. Definition and Scope of RSE.

- a. Subject content is set out in Appendix 1 and is mapped against the statutory requirements as set out in the DfE guidance.
- b. Relationships Education is taught by the Wellbeing Department in timetabled lessons for all pupils from Year 9 to the end of Year 12, following a curriculum set out and planned by the Head of Wellbeing.
- c. The curriculum plan is for the Statutory RSE guidance content to be covered in the Year 10 and Year 11 Wellbeing curriculum, where additional curriculum time has been allocated. Relationships education is covered in Years 9 and 12 and also covers content not specified in the DfE guidance.
- d. Sex Education is team-taught by the Wellbeing Department and staff from the Wellington College Health Centre (normally the Health and Wellbeing Nurse) as part of the timetabled Wellbeing lessons. Sex Education is planned by the Head of Wellbeing and the Healthy Lifestyles Nurse in conjunction with the Wellbeing Department.
- e. Timetabled Sex and relationships lessons will be taught by qualified and appropriately experienced teaching staff. The Head of Wellbeing will ensure relevant preparation and training is provided to those teaching sex and relationships education.
- f. RSE may be enhanced from time to time by the provision of extra-curricular talks and workshops from external providers. The aim of these will be to respond to specific needs identified within the College as a whole or with specific groups.
- g. Sex education at the Health Centre. This happens as a face-to-face consultation between pupils and a nurse trained to offer sex education and contraception advice. Specific hours are made available for pupils to access this service, and they are kept informed by year group targeted emails, signposting in the health centre and occasional pop-up 'drop in for information' sessions in the main College.

3. Monitoring and evaluating of the subject.

- a. The Head of Wellbeing and the Deputy Compassion, Belonging and Wellbeing will meet annually (normally in the Summer Term) to review and revise the RSE subject content and ensure that any changes to the statutory guidance are reflected in the subject content.
- b. In addition, the Head of Wellbeing will consult (at least) annually with the Wellbeing Department team to make revisions and amendments to the RSE subject content.
- c. Teaching of the RSE content will be monitored through lesson observations conducted either by the Head of Wellbeing, or by the Deputy Head Compassion, Belonging and Wellbeing.
- d. The subject content will be monitored biennially by the Pastoral Leadership Team.
- e. All pupils taking Wellbeing lessons will have the opportunity to give written feedback on their Wellbeing lessons once in each academic year. Where appropriate, this feedback will be acted upon by the Head of Wellbeing.

- f. The teaching of RSE will have the same high expectations of pupils' work as in other areas of the curriculum. This will focus on the quality of group work, discussion work and engagement with planned learning activities. There will be less focus on written work in keeping with the different learning methodologies used in Wellbeing teaching.
- g. Pupils completing the 4th Form (Year 10) RSE programme will complete an online assessment of their learning in the Lent or Summer Term of their 4th Form year.
- h. Teachers will use the online assessment alongside informal assessment methods to judge where intervention is needed to support pupil learning.
- i. Pupils write a report on their own learning progress in Wellbeing at the end of the Michaelmas and Summer Terms. These reports are published to HMs, Tutors and Parents.
- j. Pupil focus groups conducted by the Deputy Head Pastoral during the annual House inspection will be given the opportunity to discuss this area of provision.

4. LGBTQ+

- a. The RSE teaching materials aim to meet the needs of all pupils regardless of gender, sexual orientation or any of the 9 protected characteristics as outlined in the Equality Act of 2010.
- b. The RSE teaching materials will avoid (where reasonably possible) the depiction of any one sexuality, gender identity or relationship type as normative or normal.
- c. The RSE teaching materials cohere with the Wellington College Policy and Guidance for Supporting Gender-Questioning and Transgender Students and the Wellington College Safeguarding and Child Protection Policy and Guidance.

5. Accessibility and safeguarding.

- a. All RSE teaching materials will be accessible to all pupils.
- b. The Head of Wellbeing consults with the Head of Academic Support (SENCO) to ensure that there are no barriers to learning for any pupils in the RSE teaching materials.
- c. The religious background of all pupils is taken into account when the content of Relationships and Sex Education is planned. Lessons are planned in alignment with the Equalities Act of 2010, in which religious belief (or the lack thereof) are protected characteristics.
- d. All teachers of Relationships and Sex Education have up to date safeguarding training. In the event of a pupil disclosure in a Relationships and Sex Education lesson, all relevant safeguarding practices will be followed in accordance with the College's safeguarding policy. Pupils will be notified ahead of lessons which include potentially triggering content and given the option to not attend the relevant lesson and access the material independently, under the supervision of a member of staff, where appropriate. In the instance of a pupil not attending a lesson, teachers of RSE will liaise closely with pastoral staff to ensure appropriate supervision of the pupil.

6. Availability of subject content to parents.

- a. An overview of the RSE content, along with this policy, will be available to parents on the school website. This lists the content of Relationships and Sex Education lessons

and includes clear distinctions between what is covered in Relationships Education and what is covered in Sex Education.

- b. The RSE teaching materials are available to parents via Microsoft OneNote on request. This is explained in the annual email consultation with parents on the RSE policy.
- c. The Head of Wellbeing will run an annual workshop for parents to explain the RSE content.

7. The right to withdraw a child from Sex Education.

- a. Wellington College respects the rights of parents/carers to withdraw their child from all or part of Sex Education (but not Relationships or Health Education) up to and until 3 terms before their child turns 16.
- b. Parents will be informed by the Head of Wellbeing that Sex Education is to take place (typically in the Lent Term of Year 10/4th Form) and extended the right to withdraw if applicable.
- c. Requests to withdraw should initially be directed to HMs (who oversee the pastoral care of each child). HMs will then inform the Head of Wellbeing if a child has been withdrawn. The HM will keep a record. The Head of Wellbeing will create a MyConcern entry to enable the Safeguarding Team to provide additional support if necessary.
- d. For pupils withdrawn from sex education, or for those who are unable to attend sex education lessons for other reasons, teaching materials will be made available to them on Microsoft OneNote and via the Wellington College video server.

8. Responsibilities of the school Governing Body.

- a. This policy will be approved by the Governing Body of Wellington College, or an appropriate committee.
- b. This policy will be reviewed biennially by the Governing Body.
- c. Governors will ensure that RSE is properly timetabled, staffed and resourced to ensure that Wellington College meets its legal obligations.
- d. Governors will ensure that RSE provision is subject to regular and effective evaluation.
- e. Governors will ensure that RSE is accessible to all pupils with SEND.
- f. Governors will ensure that parents are provided with clear information on how RSE is taught at Wellington and are properly informed of their Right to Withdraw their child from Sex Education, but not Relationships or Health Education.

16/10/22: Change from 'Peer on peer abuse' to 'Child on child abuse' (list of related policies, page 1). IRM.

21/06/23: Changes to appendix 1 following annual WB curriculum review. Minor changes to information relating to when statutory content is taught. IRM.

4/09/2024: Addition of paragraphs c. and d. to section 5. Amendment of paragraph a. in section 7 and addition of paragraph d. to section 7. Changes to appendix 1 following annual WB curriculum review. Minor changes to information relating to when statutory content is taught. Minor grammar and formatting changes to ensure flow of document. IRM.

4/10/2024: Addition of paragraph e. to section 1 following parent consultation on 1/10/24.

28/08/25: Removal of section 6, paragraph C. Addition of clause relating to MyConcern logs in section 7, paragraph C, minor changes to nomenclature of relevant policies reflecting policy name changes, changes to line management of Head of Wellbeing.

Appendix 1

Overview of the Wellbeing curriculum RSE provision and coverage of the DfE statutory requirements.

DfE Guidance Area:	Topic	Pupils Should Know:	When covered at Wellington:
Families		that there are different types of committed, stable relationships.	4 th Form, Lent Term, lesson 7.
		how these relationships might contribute to human happiness and their importance for bringing up children.	4 th Form, Lent Term, lesson 7. 5 th Form, Lent Term, lessons 3 and 4
		what marriage is, including their legal status e.g. that marriage carries legal rights and protections not available to couples who are cohabiting or who have married, for example, in an unregistered religious ceremony.	4 th Form, Lent Term, lesson 7
		why marriage is an important relationship choice for many couples and why it must be freely entered into.	4 th Form, Lent Term, lesson 7.
		the characteristics and legal status of other types of long-term relationships.	4 th Form, Lent Term, lesson 7

	the roles and responsibilities of parents with respect to raising of children, including the characteristics of successful parenting.	5 th Form, Lent Term, lessons 3 and 4
	how to: determine whether other children, adults or sources of information are trustworthy: judge when a family, friend, intimate or other relationship is unsafe (and to recognise this in others' relationships); and, how to seek help or advice, including reporting concerns about others, if needed.	3 rd Form, Michaelmas Term, lesson 5 4 th Form, Michaelmas Term, Lesson 8 and Lent Term lesson 4 5 th Form, Lent Term, lesson 2 L6th Form, Lesson 6.
Respectful relationships, including friendships	Pupils should know	When covered at Wellington:
	the characteristics of positive and healthy friendships (in all contexts, including online) including: trust, respect, honesty, kindness, generosity, boundaries, privacy, consent and the management of conflict, reconciliation and ending relationships. This includes different (non-sexual) types of relationship.	3 rd Form, Michaelmas Term, lessons 3, 4, 5 and 6 4 th Form, Michaelmas Term, lessons 5, 6, 7, 10, 11, 12; Lent Term lessons 1, 2, 8, and 9. L6th Form, lessons 4, 5, 6 and 7.
	practical steps they can take in a range of different contexts to improve or support respectful relationships.	3 rd Form, Michaelmas Term, lessons 2, 3, 5 and 6. 4 th Form, Michaelmas Term, lessons 5, 6, 7, 9, 10 and 11 and Lent Term lessons 8, 9 and 10. 5 th Form, Lent Term, lessons 1 and 2.
	how stereotypes, in particular stereotypes based on sex, gender, race, religion, sexual orientation or disability, can cause damage (e.g. how they might normalise non-consensual behaviour or encourage prejudice).	3 rd Form, Michaelmas Term, lesson 3 4 th Form, Lent Term, lessons 5 and 6 L6th Form, lessons 5, 6, 8 and 12.
	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 people in positions of	4 th Form, Michaelmas Term, lessons 9 and 10 L6th Form, lessons 4 and 5.

	authority and due tolerance of other people's beliefs.	
	about different types of bullying (including cyberbullying), the impact of bullying, responsibilities of bystanders to report bullying and how and where to get help.	3 rd Form, Michaelmas Term, lesson 3 and Summer Term lesson 4. 4 th Form, Michaelmas Term, lessons 8 and 12. L6th Form lessons 12 and 13
	that some types of behaviour within relationships are criminal, including violent behaviour and coercive control.	5 th Form, Lent Term, lessons 1 and 2
	what constitutes sexual harassment and sexual violence and why these are always unacceptable.	5 th Form, Lent Term, lessons 1 and 2
	the legal rights and responsibilities regarding equality (particularly with reference to the protected characteristics as defined in the Equality Act 2010) and that everyone is unique and equal.	3 rd Form, Michaelmas Term, lesson 3 4 th Form, Lent Term, lesson 5
Online and media	Pupils should know	When covered at Wellington:
	their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online.	3 rd Form, Michaelmas Term, lessons 5 and 6 4 th Form, Michaelmas Term lesson 7 Summer Term, lesson 4 L6th Form, lesson 6.
	about online risks, including that any material someone provides to another has the potential to be shared online and the difficulty of removing potentially compromising material placed online.	3 rd Form, Michaelmas Term, lessons 5 and 6 4 th Form, Lent Term lesson 2 L6th Form, lesson 6.
	not to provide material to others that they would not want shared further and not to share personal material which is sent to them.	3 rd Form, Michaelmas Term, lessons 5 and 6 4 th Form, Lent Term lesson 2
	what to do and where to get support to report material or manage issues online.	3 rd Form, Michaelmas Term, lessons 5 and 6 4 th Form, Lent Term lesson 2
	the impact of viewing harmful content.	4 th Form, Lent Term, lesson 6
	that specifically sexually explicit material e.g. pornography	4 th Form, Lent Term, lesson 6

	presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners.	
	that sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail. how information and data is generated, collected, shared and used online.	3rd Form, Michaelmas Term, lesson 5 4 th Form, Lent Term, lessons 2 and 6
Being safe	Pupils should know	When covered at Wellington:
	the concepts of, and laws relating to, sexual consent, sexual exploitation, abuse, grooming, coercion, harassment, rape, domestic abuse, forced marriage, honour-based violence and FGM, and how these can affect current and future relationships.	4 th Form, Lent Term, lesson 2 5 th Form, Lent Term, lessons 1 and 2
	how people can actively communicate and recognise consent from others, including sexual consent, and how and when consent can be withdrawn (in all contexts, including online).	3 rd Form, Michaelmas Term, lessons 3 and 5. 4 th Form, Michaelmas Term, lessons 6 and 7 and Lent Term, lessons 1 and 2 5 th Form, Lent Term, lessons 1 and 2
Intimate and sexual relationships, including sexual health	Pupils should know	When covered at Wellington:
	how to recognise the characteristics and positive aspects of healthy one-to-one intimate relationships, which include mutual respect, consent, loyalty, trust, shared interests and outlook, sex and friendship.	3 rd Form, Michaelmas Term, lessons 3, 4, 5 and 6 4 th Form, Michaelmas Term, lessons 5, 6, 7 and 10 and Lent Term lessons 1, 2 and 3 L6th Form, lesson 7.
	that all aspects of health can be affected by choices they make in sex and relationships, positively or negatively, e.g. physical, emotional, mental, sexual and reproductive health and wellbeing.	4 th Form, Lent Term, lessons 3 and 4 5 th Form, Lent Term, lessons 1 and 2

	the facts about reproductive health, including fertility, and the potential impact of lifestyle on fertility for men and women and menopause.	4 th Form, Lent Term, lessons 3 and 4 5 th Form, Lent Term, lessons 1 and 2
	that there are a range of strategies for identifying and managing sexual pressure, including understanding peer pressure, resisting pressure and not pressurising others.	4 th Form, Michaelmas Term, lesson 6 and Lent Term, lessons 1, 2 and 3 5 th Form, Lent Term, lessons 1 and 2.
	that they have a choice to delay sex or to enjoy intimacy without sex.	4 th Form, Lent Term, lessons 2 and 3
	the facts about the full range of contraceptive choices, efficacy and options available.	4 th Form, Lent Term, lessons 3 and 4
	the facts around pregnancy including miscarriage.	4 th Form, Lent Term, lessons 3 and 4
	that there are choices in relation to pregnancy (with medically and legally accurate, impartial information on all options, including keeping the baby, adoption, abortion and where to get further help).	4 th Form, Lent Term, lessons 3 and 4
	how the different sexually transmitted infections (STIs), including HIV/AIDs, are transmitted, how risk can be reduced through safer sex (including through condom use) and the importance of and facts about testing.	4 th Form, Lent Term, lessons 3 and 4
	about the prevalence of some STIs, the impact they can have on those who contract them and key facts about treatment.	4 th Form, Lent Term, lessons 3 and 4
	how the use of alcohol and drugs can lead to risky sexual behaviour.	3 rd Form, Summer Term, lesson 3 5 th Form, Michaelmas Term, lesson 6.
	how to get further advice, including how and where to access confidential sexual and reproductive health advice and treatment.	4 th Form, Lent Term, lessons 3 and 4

The Law (Para 82, SRE Guidance)	marriage; consent, including the age of consent; violence against women and girls; online behaviours including image and information sharing (including 'sexting', youth-produced sexual imagery, nudes, etc.); pornography; abortion; sexuality; gender identity .	3 rd Form, Michaelmas Term, lesson 5 4 th Form Lent Term, lessons 1 – 7. 5 th Form, Lent Term, lessons 1 and 2.
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Appendix 2: Chronology of Consultations with Parents.

Consultation with Parents on RSE Policy 2021-2022

On September 24th 2021 all Wellington College parents and carers were contacted via email to inform them of changes to RSE provision, to share our RSE Policy with them and to offer the

chance to see our Wellbeing programme, which contains our SRE provision. The text of the email is pasted below.

Dear Parents and Carers,

As you may be aware, the teaching of Relationships and Sex Education (RSE) became compulsory in all schools in England in September 2021. The Department for Education (DfE) has very clearly set out what is required of schools in its guidance document, which can be found on the DfE website via this link. Wellington began its provision against this guidance in September 2020.

One of the requirements of the guidance is for schools to have in place a written policy for RSE which is available to parents. I have attached a copy of our RSE policy to this email for you. The DfE also requires schools to develop and review the policy in consultation with parents and carers to ensure that the RSE provision meets the needs of the community it serves. I would welcome any observations or reflections that you may have about the contents of our RSE policy and where possible, we will endeavour to incorporate them into future policy reviews.

Relationships and Sex Education is a strand which runs right the way through our Wellbeing programme from the first term of 3rd Form through to the end of the L6th programme. The key focus is on how we can become more skilful in all relationship building with others, not just in romantic relationships. Our sex education provision begins in 4th Form, where we have been allocated extra curriculum time to cover the new requirements of statutory RSE. A key focus in these lessons is on personal boundaries, privacy, respect, compassion and consent in all areas of inter-personal relationships as well as in sexual relationships. The teaching of sex education is supported by appropriately qualified staff from the Health Centre, who team teach alongside our Wellbeing teaching team.

Your son or daughter has been provided with the curriculum materials for the Wellbeing programme via Microsoft OneNote and I am very happy to send through a link to those materials to you upon request.

7 parents replied requesting to see our WB Programme and this was shared with them as a web link to our OneNote resources, enabling parents to see exactly what pupils are taught. 1 further parent sent an email expressing gratitude for the provision. No parents contacted us to question or challenge our RSE Policy or our RSE provision.

Consultation with Parents on RSE Policy 2022-2023.

The above process was repeated on 19th October 2022. A total of 7 parents responded to the RSE policy email. 6 of them requested to view the Wellbeing curriculum materials. One parent wanted reassurance that boundaries and consent were being taught as early as possible (The Head of Wellbeing replied with that reassurance). No parents made any requests for amendments to the RSE policy.

Consultation with Parents on RSE Policy 2023 – 2024.

The above process was repeated on 18th September 2023. No parents responded to the consultation.

Consultation with Parents on RSE Policy 2024 – 2025

The above process was repeated on 1st October 2024. 8 parents responded to the consultation. Their responses are as follows:

1. 1 parent asked a question about the language in section 4 on LGBTQ+. This question was directed to the Deputy Head Pastoral and Wellbeing as it related to wider College policy.
2. 1 parent raised a point about the need for a clause in the RSE policy about what the school does with parent responses to the consultation. Clause 1 e. above was added in response and this was communicated directly to the parent.
3. 1 parent raised a question about the inclusion of drink spiking as a topic on keeping safe. Materials were added to the 3rd and 5th Form WB curriculum materials. The content was sent to the parent who was happy with them: they described the content as ‘simply brilliant.’
4. 7 parents requested access to the WB curriculum materials. This access was granted on Microsoft OneNote.