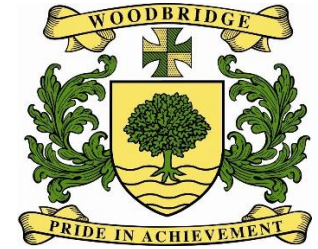


# Woodbridge High School

## Relationships, Sex and Health Education (RSHE) Policy and Syllabus – September 2021

### Parental Consultation Outcomes



#### Background

All schools are required to implement the government's statutory guidance on RSHE in full, which is available [HERE](#). This was intended to happen from September 2020, but we have had a local delay in Redbridge as they were unable to conduct their consultation process last year. Schools cannot opt out of delivery of this statutory curriculum, but parents do have the right to withdraw their child from the sex education elements.

#### Parental Consultation Process and Timeline

The consultation process consisted of the following activities:

- The London Borough of Redbridge (LBR) 'Wave 1' consultation process which involved working with local councillors, teachers, faith groups and community groups to construct a model policy and syllabus for schools to use. Letters, information and the model policy and syllabus from LBR are on the their website [HERE](#).
- A letter from the Headteacher to all parents sent on 23rd June, available on the school website [HERE](#). This letter explains the process, with a clear notice for parents to contact us if they need help to read the letter. The letter set out the three-week consultation process.
- Publication of the [draft policy](#), [syllabus](#) and [example materials](#) on the school's website for parents.
- A parental survey inviting comments on the policy, syllabus and materials.
- A meeting for parents on Monday 5th July, including a presentation (available [HERE](#)) and the opportunity to ask questions about the policy, syllabus and materials.

## Consultation Responses Received and School's Responses

The following table sets out all the responses received to the consultation survey, with the school's response to them:

Current year group of child	Having looked at our plan for what we will cover within Life Studies, do you want to ask us any questions, or make any comments?	Do you have any questions you would like us to answer at the Wave 2 consultation meeting on 5th July?	School's Response
Year 9	I think that most of what is covered is very sensible. I wonder whether more information could be made available about drugs other than the law and "don't do it" - I think kids have questions about effects of drugs and whilst not pushing the positives I think describing the potential negative impacts might be useful. Demystifying them.		We will work to include this additional input in the drugs lessons within those lessons.
Year 7	I have read the consultation documents produced by Redbridge and the documents on the school website. I cannot see anything objectionable in them. I trust the school will ensure that LGBT matters & sex education generally in the context of RSHE will be fully taught and not compromised in any way wherever objections come from.		LGBT matters will continue to be included as part of the relationships and sex education element of RSHE, as per the statutory guidance. No changes have been made to this since the published draft.
Year 8	Stop teaching our kids filth	Why have you not taking concerns of people of faith in consideration?	<p>The content being taught is as per the statutory guidance, as is not 'filth'.</p> <p>The views of faith groups and community leaders were considered as part of the LBR Wave 1 consultation.</p> <p>The school has many parents of varying faiths and varying views.</p>

Current year group of child	Having looked at our plan for what we will cover within Life Studies, do you want to ask us any questions, or make any comments?	Do you have any questions you would like us to answer at the Wave 2 consultation meeting on 5th July?	School's Response
Year 9	<p>How many feedbacks you received. Can you prove if parents were actually aware of this consultation?</p> <p>How many parents were excluded due to language barrier and how did you cater to them</p> <p>What other methods were used other than the survey?</p>	<p>Can you reveal how many responses you received in just three weeks? and without face to face meetings?</p> <p>How many feedbacks you received. Can you prove if parents were actually aware of this consultation?</p> <p>How many parents were excluded due to language barrier and how did you cater to them</p> <p>What other methods were used other than the survey?</p>	<p>We have received 9 responses to the survey and two letters of objection. The survey responses are set out here, and the letters are below (both from the same parent).</p> <p>Parents were informed about the consultation in a letter and reminded about the survey a week before it closed.</p> <p>Parents were given a clear indication that we can support with language if required. We also held a face-to-face meeting for parents to attend on 5th July.</p> <p>It is not possible to prove that all parents were aware of the consultation, but the school took all reasonable steps to inform them.</p>
Year 8	<p>We are in a democratic country and parents have the absolute right to teach their children this content when they deem it appropriate and the way they feel suitable.</p> <p>Why you want to revoke this right and you want to teach our kids pornography?</p>		<p>The syllabus reflects the statutory guidance. The school is not revoking any rights that parents hold. Students will not be 'taught pornography' but rather that pornography does not reflect real life relationships and can be damaging, and the facts about the law on pornography. This is in the syllabus in years 9 and 10, which we consider to be an age-appropriate time.</p>
Year 7	<p>What have you done to get non speaking English parents involved?</p> <p>Lots of parents are technology illiterate and don't have/understand electronic communication how did you address this issue.</p> <p>All you want is pass this filthy policy through and legalise sex amongst children.</p> <p>Shame on you, lots of you are parents do you not feel you are letting your kids down?</p>		<p>Parents were given a clear indication that we can support with language if required.</p> <p>The school held a face-to-face meeting for parents to attend on 5th July.</p> <p>The school does not consider the policy and syllabus to be 'filthy' but rather an implementation of the statutory guidance.</p> <p>The school does not have the power to legalise sex amongst children. The age of consent in law is 16.</p> <p>The school does not believe that it is letting any students down, but rather implementing statutory guidance on RSHE, which is essential if young people are to develop as healthy and happy adults.</p>

Current year group of child	Having looked at our plan for what we will cover within Life Studies, do you want to ask us any questions, or make any comments?	Do you have any questions you would like us to answer at the Wave 2 consultation meeting on 5th July?	School's Response
Year 9	Can you tell me how to did manage to get this consultation through the non english speaking community and how did you manage to include the parents who have not access to emails?		<p>Parents were given a clear indication that we can support with language if required.</p> <p>Nearly every parent on our database has access to email, and this is our main method of communication which parents are used to using. Paper copies of all correspondence are available on request.</p>
Year 7	My twins are in year 7 and Believe that this kind of teaching is not appropriate to them.we as a parents have good enough knowledge and education about this matters.The actual teaching is everything normal and acceptable even though human beings moral do not accept that.we know that the people saying it is normal but inside their hearts are rejecting it.It's immoral not accepted and I don't my twins to be thought the way how the subject is approached . Better leave this kind of Education to the parents. Parents know their children better than anybody elseThank you		<p>The content being taught is as per the statutory guidance and is not 'immoral'.</p> <p>Parents continue to have the right to withdraw their children from the sex education element of RSHE lessons should they wish. Students can opt back in three terms before they turn 16.</p>
Year 8	Good to see a comprehensive curriculum with a focus on positive healthy relationships especially considering the rates of domestic abuse in Redbridge and nationally.		Domestic violence is included in the syllabus.

The following table sets out emails and letters received (both from the same parents), and the school's responses to them:

Letter / Email Received	School's Written Response	Additional Comments
<p>Where is the consultation in your proposal?? From what I can see you telling us that you will be teaching our kids moral decay and filth, I find it really disgusting that you teaching our kids these subject, you are not showing any respect to families with faith and values, kids do not need to learn these things at school we reserve the right to teach our kids these sensible subjects the way we see fit.</p> <p>Please consider this email the strogest objection for this proposal and from now remove my children from these lessons.</p> <p>You are brain washing our kids and teaching them moral decay and going against our values and way of life and we will not accept this.</p> <p>Our kids will be at the mercy of the teacher who can direct the lesson anywhere they like and this is not safe at all.</p>	<p>Thank you for your email.</p> <p>The consultation process for the new Woodbridge High School Relationships, Sex and Health Education (RSHE) policy and syllabus began on Wednesday 23<sup>rd</sup> June and runs for three weeks. All parents were asked for their views in my letter of 23<sup>rd</sup> June. The final policy and syllabus for September 2021 will then be published, us having considered those views submitted by parents.</p> <p>The new RSHE policy and syllabus are based on the Redbridge model policy and the statutory guidance that we must follow by law. No additional material has been inserted that that is not required by law. The Redbridge model policy and syllabus were arrived at following extensive consultation, as set out in the policy and letters from the RSHE advisors at the London Borough of Redbridge that I have sent to parents. All of these are on our website.</p> <p>From September, you continue to have a legal right to withdraw your child from Sex Education (but not from Relationships or Health Education). They have a right to opt back in themselves from three terms before their 16<sup>th</sup> birthday. Your request to withdraw your child from Sex Education has been noted and will be enacted. All parents will receive a letter each year reminding them of their right.</p> <p>Your objections to the new Woodbridge High School RSHE policy and syllabus have been duly noted as part of the consultation process. Of all the consultation responses received by the school so far, yours is the only objection so far received.</p> <p>I send my very best wishes to you and your family.</p>	<p>The syllabus does not constitute 'moral decay and filth' but rather fulfils the statutory guidance that school's are required to follow. It also reflects the school's published values of kindness, tolerance, respect and excellence.</p> <p>The views of faith groups and community leaders were considered as part of the LBR Wave 1 consultation.</p> <p>Parents continue to have the right to withdraw their children from the sex education element of RSHE lessons should they wish. Students can opt back in three terms before they turn 16.</p> <p>All teachers delivering Life Studies will be trained and use consistent materials.</p>

<p>We are really concerned about the new RSHE policy at your school and in particular about the delay in conducting a meaningful consultation process as required by the Statutory Guidance (paragraph 13, page 11 DfE Guidance).</p> <p>We feel that the syllabus is not age-appropriate or faith sensitive due to the inappropriate content on the council's third draft you have waited for council timelines and consultations will be rushed. how will your school be able to begin and conclude consultations all before the end of term if you are to take the needs of parents into account and to tailor the syllabus to your school. It has taken until 25th June 2021 for the draft policy to be shared leaves very little time for you to have a meaningful two-way dialogue with parents before implementation.</p> <p>We are concerned about schools failing to conduct a meaningful consultation process as required by the Statutory Guidance<sup>1</sup> (paragraph 13, page 11 DfE Guidance), because schools have allowed the council to consult parents on a borough wide syllabus that we feel is not sensitive to the needs of the school community.</p> <p>Whilst the consultation process is ongoing, we would like to remind the school of core aspects of the Statutory Guidance which must be kept in mind whilst the policy is being finalised, namely the following:</p> <ol style="list-style-type: none"> <li>1. There is flexibility to devise an age-appropriate, developmental curriculum which meets the needs of young people, developed in consultation with parents and the local community (paragraph 114, page 41).</li> <li>2. Content 'must be age appropriate and developmentally appropriate. It must be taught sensitively and inclusively, with respect to the backgrounds and beliefs of pupils and parents while always with the aim of providing pupils with the knowledge they need of the law' (page</li> <li>3. The role of parents in the development of their children's understanding about relationships is vital. Parents are the first educators (paragraph 40, page 17).</li> <li>4. Schools should ensure that the policy meets the needs of pupils and parents and reflect the community they serve (paragraph 13, page 11).</li> <li>5. Schools should work closely with parents when planning and delivering these subjects (paragraph 41, page 17).</li> <li>6. Parents should be given every opportunity to understand the purpose and content of RSE including good communications and opportunities for parents to understand and ask questions (paragraph 42, page 17).</li> </ol>	<p>Thank you for your email.</p> <p>Our consultation process is fully in line with the requirements as set out by the local authority and in the guidance to schools.</p> <p>I can confirm that your submission today has been included in our consultation submissions alongside your email of 1st July, to which I responded earlier today.</p> <p>In answer to your specific questions set out, I can confirm as follows:</p> <ol style="list-style-type: none"> <li>1. All parents have been provided with the written policy, syllabus and an opportunity to engage by completion of our consultation survey and an invitation to attend the consultation meeting. This was set out in my letter to parents of 23rd June. The consultation process will run for three weeks from this date.</li> <li>2. We will not be sharing the entire catalogue of materials as this is not a requirement of the consultation process, and they have not yet been completed. Example materials across all topics and year groups will be shared at the consultation meeting and then made available on the school's website.</li> <li>3. The written explanation of the consultation process and timeframe was given in my letter to parents of 23rd June. This also set out how the responses received would be taken into account in the production of the final policy and syllabus. The final policy and syllavys will be drafted and circulated to parents from 14th June onwards.</li> <li>4. There is sufficient time available for the above and it will be undertaken prior to the end of term.</li> <li>5. Parents who wish to attend the consultation meeting on 5th July have been asked to let us know in advance so that we can ensure that we</li> </ol>	
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<p>7. Schools must comply with the Equality Act 2010 which protects religion or belief as a protected characteristic (paragraph 20, page 12).</p> <p>8. Schools are required to pay particular attention to the public sector equality duty s.149 Equality Act 2010 [paragraph 20, page 12].</p> <p>The legal requirements for a consultation are well established and contained within the 'Gunning Principles'<sup>2</sup> as follows:</p> <ol style="list-style-type: none"> <li>1. Consultation should occur when proposals are at a formative stage;</li> <li>2. Consultations should give sufficient reasons for any proposal to permit intelligent consideration;</li> <li>3. Consultations should allow adequate time for consideration and response; and</li> <li>4. The product of consultation is conscientiously taken into account when finalising the decision.</li> </ol> <p>The Cabinet Office 'Consultation Principles' updated in March 2018<sup>3</sup> augment the Gunning Principles and emphasise a number of key points including:</p> <ol style="list-style-type: none"> <li>1. Consultations should be informative and give enough information to ensure consultees can engage and give informed responses (Principle C);</li> <li>2. Consultations should last for a proportionate amount of time, taking into account the nature and impact of the proposal (Principle E);</li> <li>3. Consultations should take account of the groups being consulted e.g. more time may be needed (Principle G); and</li> <li>4. Consultation should facilitate scrutiny including explaining the responses and how these have informed the policy (Principle I).</li> </ol> <p>As such, in order to comply with the requirements of a consultation we note the following:</p> <ol style="list-style-type: none"> <li>1. In-person sessions, if possible, should allow adequate time for presentations, questions, feedback and reviews.</li> <li>2. We request that all resources, lesson plans and any other associated material that would be shared in the in-person sessions, are provided to parents in advance of the meetings. This would allow parents time to properly consider, reflect upon and devise</li> </ol>	<p>can comply with current Covid restrictions. This was set out in the letter of 23rd June. They have also been asked to provide questions that they would wish to ask in advance, either through the parental survey or otherwise.</p> <p>6. The process for the meeting was set out in the letter of 23rd June, and as above, with questions submitted in advance.</p> <p>7. The form and materials will be on the school website and available at the meeting of 5th July. Should parents wish to receive these in another format, they can contact the school and these will be provided.</p> <p>8. If further meetings are necessary after 21st June, then they will be held.</p> <p>9. Parents are entitled to attend the meeting on 5th July which covers all year groups.</p> <p>10. The school will take into account age appropriateness and faith considerations.</p> <p>11. A letter will be sent in September to new parents and we will hold a meeting each year where parents can give feedback if wished.</p> <p>Thank you for your ongoing support of the school.</p>	
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questions for the school, which could then be answered in the face-to-face meetings more adequately.

3. Failing to provide materials in advance, does not provide parents, particularly those who may require assistance from others to understand the materials and significance of the consultation (e.g. those for whom English may not be a first language), sufficient time to do so. Principle G of the Cabinet Office Consultation Principles requires that consultations should take account of the groups being consulted for example, provide more time if needed.

4. Additionally, we would like to know what the process will be for sharing feedback from the consultation process and how these views will be taken into account to finalise the policy and teaching materials. The Gunning Principles require that 'the product of consultation is conscientiously taken into account when finalising the decision.' Principle I of the Cabinet Office Principles requires that a consultation should facilitate scrutiny, including explaining the responses and how these have informed policy.

**Please confirm the following as a matter of urgency:**

1. That Parents are provided adequate opportunities to engage and what they are.

2. When will you share the entire catalogue of materials and resources your school will use in delivering the curriculum?

3. A written explanation and time frame explaining the process of how responses to the consultation will be considered, when a potentially revised syllabus/associated materials would be circulated and how parents will be engaged on any revised drafts and given further opportunity to comment;

4. An undertaking, that if the above is not possible prior to the end of term, which in the parents' view it is not, that the school continue to engage and consult with parents prior to the finalisation of the syllabus and associated materials.

5. The meeting(s) needs to be sufficiently extended to allow a meaningful Q&A session;

6. Written clarification in advance about what the process will be for the meeting and Q&A session;

7. What provision will be made for those who may not be able to access the materials, the feedback form?



<p>8. Further meetings will be held, should issues remain following the meeting on 12th July 2021; and</p> <p>9. Parents must be entitled to attend meetings and ask questions relating to other year groups for a holistic understanding of the entirety of the syllabus.</p> <p>10. That the school will take into account age-appropriateness and faith considerations.</p> <p>11. New parents, whose children will join your school in September would like to join the consultations. What provisions have been made for these parents?</p>		
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### Consultation Summary

- Of all students currently on roll (1875), 11 responses were received to the parental survey or in email form, a return rate of 0.6%. There are two positive responses and nine broadly negative responses, with at least two of those from the same parent. The responses were rarely very specific about aspects of the content, and where they were, these have been responded to above.
- Two parents attended the consultation meeting on 5th July, and were both positive about the proposed policy, syllabus and resources.
- The school has responded here or directly to all concerns received.

### Consultation Decisions

- Considering the above, the school proposes to submit the policy and syllabus to governors unchanged from the draft version for approval.
- The school commits to ongoing consultation meetings each year at which any changes and example resources will be shared.
- Once the policy and syllabus have been approved by governors, they will be published to parents.

Steven Hogan  
15 Jul 21