



7th April 2021

Dear Parents and Carers,

I hope that you are well and that you had the opportunity to enjoy the warm weather during the Easter weekend. I am also hopeful that your children will have been able to enjoy some headspace and time with their friends and extended families following the changes to national restrictions from Monday 29th March. I have no doubt that this will have been a moment of relief felt around our community.

Everyone's Invited Website

I know that many of you will have read about the national response to the Everyone's Invited website over the last two weeks. This is a website that has been set up with the purpose of changing attitudes within our society by highlighting examples of sexual harassment, sexual violence, and abuse through anonymous testimonies (to date, over 14,000 anonymous allegations have been made).

It is clear that these testimonies raise a significant national and social issue and in that context, I wish to remind parents and students of the safeguards that we have in place to make sure our students are not placed at risk:

- All staff have updated safeguarding training in line with the latest government [guidance](#)
- All students are taught the Relationships and Sex Education curriculum. This programme is well taught, comprehensive in nature and age-appropriate. The overview is available [here](#).
- All students benefit from working in a calm, structured and safe school underpinned by a clear behaviour policy and subsequent expectations.
- We advocate high expectations of conduct from all members of our community. Our TUDOR values of Tolerance, Unity, Democracy, Opportunity and Respect support this, as does our focus on honesty, kindness and courtesy. We communicate these values every day through high expectations of behaviour and this is further supplemented by a daily tutorial time and our dedicated PSHE and STEPS curriculum
- All students know our safeguarding team as this forms part of their induction. We have posters around the school with photographs of these members of staff to ensure that students know who they can go to for this support. The Designated Safeguarding Lead is Mrs. Butler. Please note the name and term-time email contact for all members of our safeguarding team

Mrs Butler: jbutler@worcs.tgacademy.org.uk
Ms Milner: kmilner@worcs.tgacademy.org.uk
Mrs Dodd: tdodd@worcs.tgacademy.org.uk
Mrs Lane: slane@worcs.tgacademy.org.uk

- All students are well supported throughout the day including during break and lunchtimes. At break times, the senior leadership team and teaching staff maintain a high level of supervision to ensure that all students are safe and have access to responsible adults should they need to report any concerns. A member of the leadership team is on-call every day and available to support students with any concerns or matters that arise
- We also benefit from the strong governance of Tudor Grange Academies Trust. In practice, this involves regular visits to the school and regular, detailed monitoring of safeguarding processes alongside high quality training and development support. We review safeguarding protocols weekly



At the start of the summer term, we will take the following actions to ensure that we continue to proactively ensure that all students are explicitly taught about relationships within a climate of high expectations and mutual respect for all, by all:

- Expectations sessions led by designated staff
- Continued regular monitoring of reported concerns on our safeguarding dashboard
- Further meetings between leadership, governors and student representatives to discuss their views
- Continued safeguarding governance review from Tudor Grange Academies Trust

Our position as a school is clear: **sexual violence and sexual harassment are never acceptable, will never be tolerated and are not an inevitable part of growing up.** I can assure you that we will never permit such behaviour to become accepted as a cultural norm and we remain committed to working openly and transparently with our student community to promote mutual respect.

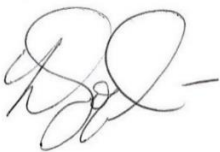
What should you do if you have concerns?

To continue to keep everyone safe, we must keep lines of communication open. The appropriate means for disclosing an allegation of abuse **relating to another student** is always to inform a member of the safeguarding team directly. In the event that an allegation is made against a **member of staff**, this must be sent to me directly, as Principal. We will always act on concerns raised.

Whilst I am not aware of any cases reported on the Everyone's Invited website, I am clear that we cannot monitor testimonies in this way nor can we act on anonymous information posted on social media because it is not possible to carry out a proper investigation into a report. It is also clear that some of the allegations on social media describe behaviour that is unlawful and if we were informed of such an allegation, we would refer to the police in the first instance.

The nature and volume of testimony regarding alleged abuse on social media is a moment that reflects an issue for the whole of our society and as a school, we recognise and take seriously the role that we play in setting a culture of mutual respect for all. We remain committed to ensuring that every child benefits from a calm, respectful climate for learning. I hope that this letter offers you reassurance that we recognise the importance of this issue.

Yours sincerely,



Mr D Butler
Principal