



April 2021

Dear Parents and Carers,

I hope that you are well and that you will have had an opportunity to enjoy the improved weather during the Easter break. 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. 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 three weeks. This is a website that has been set up with the purpose of changing societal attitudes by highlighting examples of sexual harassment, sexual violence, and abuse through anonymous testimonies (to date, over 10,000 anonymous allegations have been made).

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

- All staff have updated safeguarding training in line with the latest government [guidance](#)
- All students are taught about relationships and sex education as part of our Lifelong Learning (LLL) 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, safe school underpinned by a clear behaviour policy and subsequent expectations. This behaviour policy is available [here](#)
- We advocate high expectations of conduct from all members of our community including respect, honesty, kindness, tolerance and courtesy. We communicate these values every day through high expectations of behaviour and this is further supplemented by a daily tutorial time focused around a PSHE curriculum including an assembly programme.
- 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 (DSL) is Mrs Ridley. Please note the name and term-time email contact for all members of our safeguarding team

Mrs Ridley (DSL): LRidley@kingshurst.tgacademy.org.uk

Mrs Dunleavy (Deputy DSL): ADunleavy@kingshurst.tgacademy.org.uk

Mrs Selby (Deputy DSL): JSelby@kingshurst.tgacademy.org.uk

Mrs Richardson (Deputy DSL): ERichardson@kingshurst.tgacademy.org.uk

- All students are well supported throughout the day including during break and lunchtimes. At break and lunchtimes, 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 concern. Two members of the leadership team are on patrol every day and available to support students with any concerns or matters that arise

- We 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.

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 Assembly led by the Executive Principal (this will be on a virtual platform)
- Continued regular monitoring of reported concerns on our safeguarding dashboard
- Meeting between the Principal and student leaders 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 I do if I 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 Executive 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 faithfully,

Darren Turner
Executive Principal

