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**ELLIS
GUILFORD
SCHOOL**
*Creative
Education
Trust*

Dear Parent or Guardian,

Equality, Integrity and Ambition

As a parent or guardian, you will have been reflecting about events involving a minority of pupils that happened at Ellis Guilford on Friday. The disruption caused by a few pupils who decided to exploit a separate, peaceful, and open discussion between staff and pupils about Black Lives Matter, was unacceptable.

The school will not tolerate any type of racist, prejudiced, violent or threatening behaviour and we have dealt swiftly and decisively with those who do not uphold our values of Equality, Integrity and Ambition. We are also committed to maintaining a safe, calm space in which learning can take place.

We're Listening

On Friday, we heard pupil's concerns and engaged with them productively. It is only the start of a wider discussion about what's happening in the school, and perhaps more importantly, in society. All comments will be fed into the leadership team and acted upon where they relate to positive change within the school or escalated where they speak to wider issues in the community.

On Monday, we will have extended tutor time, with teachers giving time to pupils who wish to discuss their concerns and ideas for the future. We are also inviting pupils to share their thoughts via email, at any time, through emailing myvoice@ellisguilfordschool.org.uk. Every comment is valuable and will be carefully considered.

The school has also asked that pupil representatives be nominated and that they join a working group to move ideas forward quickly. For instance, their views will be sought on our current planned curriculum development which seeks to address prejudice and racism in all its forms.



Monday's Arrangements

The main change to our schedule on Monday will be staggered start times for year groups. We will ensure an orderly start to the day and look forward to welcoming children back into school.

Year Group	Start Time
Year 11	8:40am
Year 10	8:50am
Year 9	9:00am
Year 8	9:10am
Year 7	9:20am

Pupils will leave school at the usual time.

Safety & Discipline

I know I can count on your support in insisting that any further disruption to the school's normal operation by pupils is unacceptable. We **will** ensure a safe learning environment and we **will** sanction those whose behaviour falls below the expected standard. Our young people shall continue to have a voice, but they cannot be heard if there is indiscipline.

In Summary

I am proud of the pupils and staff at Ellis Guilford and the way they handled themselves on Friday. Our school has recently received an Ofsted inspection report that recognises the enormous amount of good work, including excellent behaviour by pupils, that has taken place over the last 18 months.

The inspectors recognise our great progress around safeguarding, and pupils tell us they feel safe. We have strengthened teaching and we are a calm and disciplined school. We recognise prejudice and racism in society and are actively working on education around diversity.

If you wish to discuss the issues raised, indicate your support, or indeed become an active part of our discussions around diversity, I do look forward to hearing from you.

We listened, we heard, and we are doing.

Your sincerely,

Mrs F Aris
Acting Principal