



20 April 2021

Dear Parents and Carers,

Everyone's Invited Website

I know that many of you will have read about the national response to the Everyone's Invited website in recent 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 14,000 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 our students are not placed at risk:

- All staff have updated safeguarding training in line with the latest government guidance. Our Safeguarding and Child Protection Policy has guidance within it around the indicators of peer on peer abuse and harmful sexual behaviour along with our response procedures. It is available on our academy website at <https://www.solihullsfsc.ac.uk/wp-content/uploads/safeguarding-child-protection-policy-march-2021.pdf>.
- Our Academic Coaching programme for all students covers safeguarding including keeping safe, healthy relationships and consent. This programme is well taught, comprehensive in nature and age-appropriate.
- All students benefit from working in a calm, safe environment underpinned by clear behaviour expectations.
- 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 our Academic Coaching programme.
- All students know our safeguarding team as this forms part of their induction. We have posters around the college 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 Jamie Staddon, Vice Principal. Other members of the safeguarding team are Nancy Troman, Deputy DSL, Louise Dale-Barron, Assistant Principal and Trevor Irving, Assistant Principal
- All students are well supported throughout the day including during breaktimes, lunchtimes and independent study periods. At these times, the leadership team, student development officers, LRC staff and student supervisors 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. There are members of the leadership team on-call at all times of every day and available to support students with any concerns or matters that arise.

We benefit from the strong governance of the Summit Learning Trust and our academy's Local Governing Body. In practice, this involves regular visits to the College and regular, detailed monitoring of safeguarding processes alongside high-quality training and developmental support.

During this 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 broadcast from the Principal.
- Continued regular monitoring of reported concerns on our safeguarding dashboard.
- Meeting with students to discuss their views.
- Continued safeguarding review from the Summit Learning Trust.

Our position as a Trust and college 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 Principal. We will always act on concerns raised.

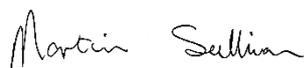
External support is always available from:

- Childline on 0800 1111
- NSPCC on 0800 136663 or help@nspcc.org.uk

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. 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 college, 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 all students benefit from a calm and respectful climate for learning. I hope that this letter offers you reassurance that we recognise the importance of this issue.

Yours faithfully



Martin Sullivan
Principal