



Dear Parent/Carer,

I wanted to write to you all this week upon my return from maternity leave. I return from having twin girls in October, who have certainly been keeping me on my toes and I now understand why people say becoming a parent is the most wonderful but challenging thing! I return to school in my role as Deputy Head Teacher – Pastoral, with a keenness to continue to drive forward standards in behaviour, attitude and expectations whilst ensuring all students feel safe and happy in school. I take back over the key responsibility in school as being the Designated Lead on all safeguarding issues.

As well as taking the opportunity to introduce myself and my role to those parents with a child in Year 7 who may not know me, I also have several matters which I wish to highlight to you all.

Behaviour

First of all, may I take the opportunity to praise the students for their conduct in returning to school. We have a highly functioning one-way system, which the students are following sensibly in between lessons. We have designated areas for each year group to eat lunch, which the students are sitting in calmly during their staggered breaks. And students are wearing masks or, in the minority of cases, exemption lanyards without complaint. Behaviour in lessons is largely very good and I have been quite overwhelmed by the support of the students towards one another and the staff at the school in what has been an unprecedentedly challenging year.

Uniform

Now that the return to school appears to be permanent, it is important that we quickly return to the high standards of uniform that we expect of our students. We would like to take the opportunity that a new term brings to tackle this with a tagline “let’s get smart!”. I will be doing a video for all students to be launched alongside a full Uniform Audit in Tuesday tutor time this week. As per our [uniform policy](#), our priorities are to ensure:

- all students are wearing their shirt tucked in
- all students are wearing their blazer and do not wear a hoodie
- if a student decides to wear the black V-neck jumper, this is *as well as* the blazer *not* instead of
- school shoes are worn and not trainers nor boots
- jewellery is limited to one pair of earrings only (no facial piercings are allowed)
- nails, hair and makeup are natural-looking

I ask for your support in helping us to “get smart”! I have worked with staff to ensure they challenge students around the site who have their shirt untucked or who break our uniform policy by wearing a hoodie. I have worked with class teachers and tutors to ensure they are tackling uniform issues with individual students and families, such as ear piercings, extreme hair colours or styles and the persistent wearing of trainers. We do, of course, continue to understand that there isn’t always an immediate solution to uniform issues and ask in these circumstances for you to write a note for your son/daughter to show their Year Performance Leader who will work with you to resolve the issue as soon as possible.

Everyone's Invited

You may well have read in the recent press about the "Everyone's Invited" agenda; a movement committed to eradicating rape culture and ensuring that children feel safe to report issues of sexual abuse freely. All schools nationwide have been asked to respond to this national agenda by evaluating their policy and practice and I will be leading on all of our work on tackling this at Kimberley. We have always taken any reports of sexual violence/harassment seriously and we will continue to involve the police and Social Care as necessary. However, it is important that we review all aspects of our work on this which will include:

- updated training and information for all staff
- an evaluation on how we teach consent, respect and personal safety to our students
- an evaluation on how we respond to reported incidents and how we publicise to our young people how they can report concerns and issues

Sexual Violence and Sexual Harassment is never acceptable and will not be tolerated at Kimberley School.

For any student needing to report any issue, they have a dedicated team of pastoral staff for their year group, details of which can be found on our website [here](#). For any student wishing to make an anonymous referral, we continue to use our SHARPS reporting system which is on our website [here](#).

The NSPCC has also created a new helpline **Dedicated NSPCC helpline 0800 136 663** which will provide both children and adults who are potential victims of sexual abuse in schools with the appropriate support and advice. This includes how to contact the police and report crimes if they wish. The helpline will also provide support to parents and professionals too.

Thank you for your continued support of the school and staff in an incredibly difficult year for everyone and we hope as society seems to be creeping ever so steadily back to something resembling normality, that we can move closer to our aim of helping our young people achieve their academic and social potential in a safe and happy environment.

Mrs Helen Frost-Briggs



Deputy Head Teacher

The Kimberley School