



8th February 2024

Dear Parents/Carers,

Addressing Incidents of Racism

We wanted to be open with you as parents and carers about some recent incidents of racism that have felt in direct conflict with our ethos and values as a whole school community. We are writing to you in partnership with the school's Chair of Governors, Ebor Academy Trust's safeguarding lead and our local Police School Liaison Officer, such is the importance of this matter. Whilst this has involved a minority of our pupil cohort, these incidents are clearly unacceptable and cannot be tolerated.

Park Grove has always had a reputation for individuality and inclusion and our staff have been proud to work with such a wonderful community. However, recent acts of racism have saddened every staff member and we are in no doubt that in reading this, you will feel the same.

Our primary goal is to ensure that our school is a safe and inclusive environment for all children, staff, and parents. We believe in fostering an atmosphere of respect, acceptance and tolerance, regardless of an individual's race, religion, sexual orientation, or any other protected characteristic.

To further reinforce these values, we have been taking part in a project run by 'Diversity role models' this year. The project is designed to educate children about the importance of respecting and valuing individuals from diverse backgrounds. We aim to instil a broader understanding and appreciation of cultural differences amongst our children.

By celebrating diversity, we hope to promote inclusivity and discourage discriminatory behaviour.





We will be implementing Diversity Art Therapy sessions in the near future, for KS2 children initially. These sessions seek to break down any remaining barriers and promote better understanding between individuals. By providing a creative outlet, we hope to encourage open dialogue and enable children to express their thoughts and feelings surrounding diversity in a supportive environment.

Please be assured that we take any acts of discrimination that occur extremely seriously. In the event that an incident does occur, the robust procedures we have in place will be followed diligently to address the situation. We will work closely with the Police and relevant authorities to ensure that appropriate action is taken.

As per our school behaviour policy, if an act of racism or any other form of discrimination happens outside school hours the same will apply as for any other behavioural incident that occurs outside the school. If a child is identified as a Park Grove pupil, and they bring the school into disrepute, then the school can intervene and will involve the police where necessary. We are enclosing a copy of our behaviour policy to remind you of our stance on discrimination of any sort.

We kindly request that at home, you reinforce the importance of respect, tolerance, and acceptance. Conversations about diversity should be ongoing, and it is crucial that we all work together to create a nurturing and inclusive community for our children, both at school and outside of school.

If you have any concerns or questions about this matter, please do not hesitate to contact us. We value and thank you for your support and cooperation in addressing this issue and remain committed to providing an inclusive and safe learning environment for all our children.

Yours faithfully,

Jo Sawyer
Headteacher

Nick Moss
Chair of Governors

Rebecca McGuinn
Safeguarding,
Behaviour and
Wellbeing Lead

Laura Harper
PCSO School Liaison
Officer

