



15<sup>th</sup> November 2022

Dear Parents and Carers,

At Tudor Grange Academy Kingshurst we know that to flourish in life you need much more than great grades. We believe that the personal development of our students is integral to success, and the Tudor Habits represent the behaviours that our students require to succeed in later life.

All staff at Kingshurst are committed to driving the Tudor Habits. The 'Learning Habits' strengthen our students' ability to be: hardworking; inquisitive and resilient, whilst the 'Character Habits' encourage our students' to be: respectful; responsible and aspirational.

We know that both students and parents are aware of our zero-tolerance approach to physical altercations. However, recent student and parent voice has shown that there is still some uncertainty around other behaviour aspects. For clarity, we do not tolerate bullying, racism, sexism and homophobia (including biphobia and transphobia) and will take a zero-tolerance to this, as we do with physical altercations. To tackle this, we need your help in reinforcing our character habits of respect and responsibility, and we will endeavour to be better at communicating this to our community.

Student voice shows that students are not always telling staff when they face incidents of bullying, sexism, racism or homophobia. They have told us that this is because they don't want to be thought of as 'snakes' or 'snitches' with the negative impact that this can have on them. Whilst we understand that students might not want to tell staff in front of other students, we also need them to understand that academy staff cannot act to tackle these unacceptable behaviours if we don't know about them.

As an academy, we define bullying as *STOP – Several Times On Purpose*. We believe that telling staff that you're being bullied or that you've witnessed bullying, sexism, racism or homophobia makes you a respectful, responsible student who cares about the wellbeing of yourself and your peers. In fact, one of the things we're focusing on this academic year is challenging the use of the terms 'snake' and 'snitch'. We plan to educate TGAK students on the origins of these terms from the prison system where they have a different context; these are not helpful terms in a school where students, parents, carers and staff need to work together to improve things for everyone.

To support with changing this culture, we've done several things as an academy:

- We've introduced **yellow student request cards** at Student Services (see picture) so that students can let staff know that there's something going on which is worrying them, without having to say something in front of anyone else. Staff will complete the back to show the actions they've taken.

**Student Request Form**

This form is to be completed if you would like support from your College, or you have something to report. If you are worried about your immediate safety, you **must** speak with a member of staff rather than complete this form.

Student name \_\_\_\_\_

College/Tutor (e.g. N1) \_\_\_\_\_

Today's date \_\_\_\_\_

**What would you like to report? Tick**

Bullying (against you or someone else)  
 Friendship/relationship issue  
 Social Media/Online  
 Concern about diversity or equality  
 An incident  
 Other (give a brief outline below)  
 \_\_\_\_\_

Tudor Grange Academy  
Kingshurst

**Student Request Form – Staff to complete**

Actioned by \_\_\_\_\_ Date \_\_\_\_\_

Give details of the support offered and/or action taken

\_\_\_\_\_

\_\_\_\_\_

Checklist:	Y	N	N/A
Have statements been taken?			
Were there other students involved?			
Was CCTV checked?			
Has there been a mediation?			
Have parents been notified?			
Is the incident logged on Bromcom?			
Is the incident logged on My Concern?			

**Admin only (tick):**  
 Ensure checklist is complete  
 scan & upload any statements or accompanying documents to Bromcom for **all** students involved

- We've run **sessions about bullying in our Self, Values and Society lessons for students in years 7-11.** We also cover bullying in our Lifelong Learning (PSHE) sessions, through assemblies and during Dropdown Days.
- This week is **Anti-Bullying Week.** All students from years 7-13 will attend an assembly-style session from an external speaker on the impact of bullying on Tuesday. There will also be three morning tutor sessions covering aspects related to bullying (including identity-based bullying).
- We're setting up a **monitored email address** that students can use to report concerns about themselves or other students directly to staff. This will be launched in the tutor sessions next week.
- We've **appointed Miss Read as our Equality and Diversity Lead** to work with *Equally Safe* and to look at our current practices to create a safer, more equal and more inclusive school which tackles identity-based bullying effectively.
- We've **appointed Mrs Percival-Smith as our Online Safety Lead** to apply for an online safety quality mark; as part of this we will improve staff, student and parent or carer understanding of online risks and behaviours, as well as how to tackle these.
- We're running staff training for all staff which is focused on how to deal **effectively and consistently with issues of bullying, sexism, racism and homophobia.** We're also running specialised training for certain staff in key roles at the academy.
- Later this academic year, we will be **running an 'ambassadors for change' event** where we upskill some of our students to act as peer-support and mentors for other students who may be experiencing bullying, racism, homophobia or sexism.
- We already sanction and re-educate students who have been identified carrying out acts of bullying, racism, sexism or homophobia. However, sometimes we don't **communicate these actions** well enough to the victim. This is something we're working on being better at.

As you can see from the actions above, we're taking this seriously, but our staff cannot do it alone. **As parents or carers, we need you to:**

- Go through what bullying is with your child, using *STOP* to explain it. Remember, bullying can take place in person, online, with words, with actions, by excluding others or by making them feel uncomfortable.
- Discuss that being a bystander who doesn't do anything is almost as bad as being a bully. The responsible thing to do is to let a member of staff know.
- Discourage your child from using the terms 'snake', 'snitch' or anything similar. These terms aren't respectful, and they are harmful.
- Encourage your child to tell staff if they experience or witness any form of bullying, racism, sexism or homophobia. They can talk to a member of staff they trust, use the email address, or complete a yellow card.

We would also like to invite you to our 'Meet the SLT' evening from 5.00-6.00pm on the 6<sup>th</sup> December.

Our academy has wonderful staff, students, parents and carers, so to quote Henry Ford, "*if everyone is moving forward together, then success takes care of itself*".

Yours faithfully,



Miss Crehan  
Principal



Miss Hill  
Associate Principal



Mrs Ridley  
College Leader



Mr Parfitt  
College Leader



Mr Shahzad  
College Leader



Miss Bourne  
College Leader



Mr Evans  
College Leader



Miss Ivery  
College Leader



Mr Bowers  
Director of Sixth Form