



# NOTTINGHAM GIRLS' ACADEMY

*We believe in creating a community empowered with the qualities,  
skills and qualifications to enter the next phase of life with  
confidence and ambition.*

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Dear parents and carers

Nearly two years ago, in response to the murder of George Floyd and the international outpouring of support for the Black Lives Matters movement that followed, I asked my colleagues to start transforming the curriculum at Nottingham Girls' Academy to meet the following aims:

*We want the young women who leave our academy to have choice. To feel they can challenge stereotypes and break from tradition. To be socially mobile. To be well rounded, self-confident and proud of who they are. To think both locally and globally.*

*We want our curriculum to reflect what it means to be a young, British woman today; for our pupils to know about the struggle and sacrifice that has led to the freedom and opportunity they have. We want them to know about their heritage and culture, and that of others in our community, enabling them to celebrate it and contribute to the progress of democracy as global citizens.*

Much work has gone into achieving these aims, and this work will continue as we constantly review and refine the curriculum. You will see this particularly evident in the curricula of subjects such as English, History, Creative Arts and Performing Arts as well as in our PHSE curriculum. Next year, we are also introducing a weekly Philosophy, Religion and Ethics lessons for all pupils in Key Stage 3 in our efforts to meet these aims.

It is our belief that we need to educate our pupils that prejudice and discrimination of any sort are wrong. That there is so much more to be gained and enjoyed by learning about and embracing the differences between people rather than fearing them. That alongside these wonderful differences, as human beings, we share so much common ground. This means, when a pupil demonstrates intolerant behaviour, that in addition to robust and appropriate sanctions, we aim to educate them about why their actions were wrong and fully consider the hurt and offence they have caused through restorative justice.

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At the same time, we have also strengthened our internal reporting and recording procedures for intolerant behaviour. Every allegation is thoroughly investigated. Sanctions are robust and are usually supplemented with referrals for additional support from our colleagues in the police and other external agencies. The pupils involved are informed of our actions, as are their parents. We review our records of these cases half termly at Senior Leadership Team meetings. If behaviour of a similar nature is shown subsequently, sanctions and interventions are increased further.

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- We strive to fulfil everyone's learning potential. • We value high standards, hard work and a ceaseless desire to improve.
  - We provide a safe, kind, nurturing and inclusive environment. • We enjoy the journey together.

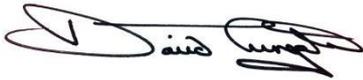


All that said, I am sure you will appreciate that there are times when there is insufficient evidence to respond to an allegation. Equally, I am sure you understand that it would not be appropriate to share the details of each allegation and our response with the wider school community. Sadly, in these times of 'Cancel Culture' this can be insufficient for some of our pupils. It seems that if a pupil is not expelled from the school that some pupils will accuse us of 'doing nothing' or 'showing favouritism'; which could not be further from the truth. Tragically, however, this can lead to pupils feeling that 'there is no point' in reporting an incident, suffering in silence, and becoming frustrated and disillusioned.

I would therefore like to seek your support in ensuring our school remains a safe, happy, tolerant, kind, and considerate place to be. Please encourage your children to inform us of any intolerant behaviour they experience or witness. If they tell you about something at home but are worried about talking to a member of staff at school, please contact their pastoral team yourselves. If you or your child have tried to raise a concern, but you feel that you did not get the response you should have, please contact us again, and ask to speak to a member of our Senior Leadership Team.

Please also help us to reinforce the message that people deserve a chance to show they have learnt from their mistakes. In fact, continued animosity towards those who have discriminated is more likely to exacerbate their prejudice. Respect, tolerance and kindness are far better ways to break down the barriers that led to the discrimination in the first place.

Yours faithfully



David Tungate  
Principal  
**Nottingham Girls' Academy**

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