



THE KING'S SCHOOL

GRANTHAM

Dear Parents, Carers and Students,

With the rest of the world, King's has watched recent events unfold in the USA. I, like many members of our community, governors, staff, students, alumni and parents have been deeply disturbed by the death of George Floyd.

I know that for many members of our community, from a wide range of ethnicities and backgrounds, these events create heightened concern anxiety and commitment to lead changes for the better. We must strive to educate students about the destructive and divisive nature of intolerance, social division and the deep injustice and suffering caused by abuse of power and racism. Equality and diversity must become deeply and irreversibly embedded in the ethos, identity and actions of The King's School.

Last week I received a heartfelt letter from students asking for genuine cultural change. Today we also received an open letter signed by current and former students. It asks us to review our curriculum to ensure that it reflects a more pluralistic society considering and valuing the lives of everyone, across a diverse range of ethnicity and culture.

Both letters recognised and appreciated the steps already taken by the school to reflect a varied and holistic world education. However, the open letter also asks for 5 actions to be taken:

- To review and reflect on our History curriculum.
- To include a wider range of topics that reflect the current challenges of racism and discrimination in our Personal Development curriculum.
- To review our English curriculum and ensure that it promotes a varied range of perspectives from a truly diverse range of authors.
- To embed robust measures to make King's an actively anti-racist and safe community.
- To take actions to prevent targeted abuse within King's School.

The King's School is committed to continue ensuring justice for all in our society and to being part of the solution to racism.

We will form an Equality and Diversity Team consisting of students and staff to ensure that as a school our actions on these issues are transparent and positive. We are sourcing unconscious bias training for staff, which we hope to then be able aim to develop in some form with pupils in age appropriate ways. In addition, all parts of the school are reviewing their curricula in line with the national agenda, with focus on History, English, Art, Music and Personal Development (PD). Since January the History department have been helping to run the "Decolonising the Curriculum" project with Lincoln University and are integrating this within the curriculum. We work hard to be compliant with all schools' guidance which already assures our policies have a strong focus on ensuring prejudice is not accepted in any form.

Although our current staff demographic does not necessarily reflect that of our students, I encourage applications from the widest cross section of society where race, gender and sexual

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orientation have no bearing on who we interview or appoint. The quality of teaching and support staff for the benefit of all King's students will always be the highest priority irrespective of race, gender or sexual orientation.

I am proud that I joined a school that actively encourages and develops tolerance across our school community, and we will always tackle issues of intolerance whenever we are aware of them. The King's School has always prepared students for life beyond the school helping to guide students and instil understanding and forgiveness. However, we recognise that more can always be done in our curriculum and our school culture. We can never be complacent and must continue to improve the school to ensure that it is tolerant, understanding and inclusive. If you wish to speak with us about any issues that concern or effect you do please be in touch. We are listening and it is important that we work together to continue moving forwards in the best way for everyone.

Simon Pickett
Head Master