



ELIZABETH
COLLEGE



Sixth Forms in Partnership

17 March 2022

Dear Parents/Guardians and Students of The Ladies' College and Elizabeth College Senior School & Sixth Form

The Principals of The Ladies' College and Elizabeth College have jointly agreed to address all parents, guardians and students to reiterate their commitment to a zero-tolerance approach to any language and behaviour that is sexist, demeaning, offensive or unkind.

The Ladies' College and Elizabeth College Sixth Form staff were made aware of an incident last week. This became a catalyst for students to share other experiences of the use of inappropriate language and behaviour. We appreciate that the incident itself was offensive and that this is upsetting for those students directly involved. We have listened and have taken this incident and these other allegations seriously.

The Leadership Teams of both Colleges have since been in discussion with students to understand what took place and have determined that both Colleges must stand together to ensure that this type of incident does not reoccur. The overwhelming feedback from those students sharing their experiences is that they did not want historical events to be unpicked, but instead, hope to work collaboratively and with confidence that there will be no further incidents and should they occur, there will be appropriate accountability for unacceptable use of language and behaviour going forward.

All students involved in last week's incident have been met with, parents have been contacted and sanctions appropriate disciplinary actions have been put in place.

Mrs Clancy and Mrs Palmer reinforce the core message that inappropriate behaviour and any language that is sexist, demeaning, offensive or unkind is wrong and will not be tolerated. The Leadership Teams of both Colleges are clear that consequences will apply and we want all members of our school communities to feel safe and respected. Students in both Colleges are asked to report any further incidents or concerns and are encouraged to continue to be brave and to speak up.

The Colleges' next steps will involve the Principals, the Heads of Sixth Form and student prefect teams meeting early next week to explore further actions. We will address these issues together and remain committed to leading positive change within our Colleges. The meeting between the Head Girl team and Senior Prefects will take place before the end of the week and, Covid allowing, Mrs Palmer, Mrs Clancy, Mrs Dittmar and Miss Clements will meet with the Sixth Form to review the actions that will be taken following that meeting.

The work of Sexual Health and Relationship Education (SHARE) in each of the Colleges, the PSHCE programmes, Student Voice opportunities and also the opportunity to speak individually to the pastoral teams, will continue to be available, as is the Whisper Button at both Colleges.

We applaud our students' openness, honesty and courage in situations like this and encourage open dialogue between students, teachers and parents.

If any parents would like to discuss this situation further, please do contact Mrs Clancy or Mrs Palmer.

Yours sincerely

A handwritten signature in blue ink that reads "Ashley Clancy". The script is cursive and fluid.

Ashley Clancy
Principal

A handwritten signature in blue ink that reads "Jenny Palmer". The script is cursive and fluid.

Jenny Palmer
Principal