

**WILSON'S  
SCHOOL**

*Founded in 1615*

Head: N J Cole, BA (Hons)

Mr E Colburn MP  
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8 October, 2020

Dear Elliot

Thank you for your letter, dated 28 September which arrived in my office on 6 October. This is a very important issue and I am pleased to let you know about our work here at Wilson's!

We have never been complacent about racism and this will not change. We acknowledge that overt and covert racism still exists in schools, workplaces and other institutions, requiring proactive attention. Racism is addressed directly by Heads of Year in assemblies and communications, and also in the PSHE curriculum. This curriculum is kept under constant review, and - like most schools - we certainly intend to consider further how race issues are addressed (for example by ensuring that race is discussed as a possible theme in the planning for our student safeguarding ambassador programme).

Racism, homophobia and bullying are regularly subject to discussion by Key Stage Directors and the wider Learner Development Team and each year we revisit and develop our anti-bullying strategy in school and commit ourselves to further understanding how hateful attitudes and behaviour can be tackled in children and adults. The Learner Development Team continues to reflect on the need to treat incidents of racial abuse as part of a wider behavioural pattern/culture, and the need to pay particular attention to changes in behaviour that might indicate that racial abuse is taking place.

We feel we have taken many steps in recent years, including establishing the anonymous 'Report a Concern' page for reporting incidents (including racism, and other hateful and bullying behaviour) with pupils reminded about this facility on a regular basis. We also hold full and detailed pupil surveys (which address questions of pupil safety and equality).

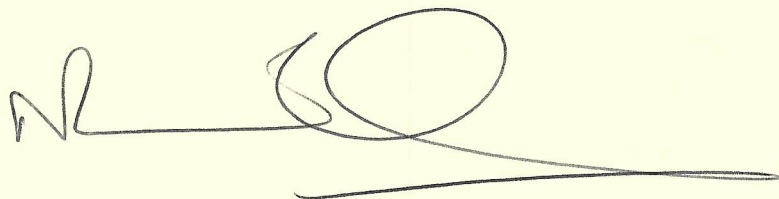
There are several further measures under close consideration as a result of our school's development and improvement plan:

- Like many schools and organisations, we will investigate unconscious bias and diversity training as part of the Continuing Professional Development of school staff.
- We will create more formal opportunities for BAME staff and students to reflect on their experiences at the school and their perceptions of pupils' experiences.
- We will ensure that the review of particular school policies (including the Code of Conduct) takes into account the experiences of pupils from BAME backgrounds, maximising the potential of student board and other pupil voice activities for this.

We condemn unequivocally any form of racial prejudice and will continue to do our best to make this clear to pupils of all ages. An Ofsted visit in February 2020 indicated that "pupils are kind, considerate and have a keen sense of equality". We believe this is true and it is a strong starting point for further improvement; be assured that we continue to be highly self-critical in developing our policy and practice.

The best way to combat any sort of prejudice and inequality is through knowledge and education; I, along with the whole staff, take the crucial role that our school can play in this very seriously indeed. I am delighted that as our local MP you feel exactly the same.

With best regards,

A handwritten signature in black ink, consisting of a stylized 'N' followed by a large loop and a long horizontal stroke.

Nathan Cole  
Head