



5th November 2020

Dear Parents/Carers

We hope that you are well and that you had a good half-term. With everything that has happened over the year so far, it was important that all our students and staff had the opportunity for a break.

On behalf of the governing body I wanted to make you aware of the findings of a recent employment tribunal.

As way of background, in 2016 the school dismissed a teacher following a process reviewing the very disappointing outcomes in their subject area and concerns around professional conduct. The individual concerned did not believe that they were treated fairly during this process, and took their case to tribunal.

We make no apology for continually trying to get the very best for our pupils. Ensuring they are happy and successful is the reason why we do what we do. We are, however, deeply saddened that the tribunal concluded that the actions taken against this teacher were not conducted in a way that reflects the ethos and values of our school and found in the individual's favour on a number of points. This includes views that the individual was treated detrimentally because of their links to trade unions and that the school did not do enough to support the staff member concerned with their health issues.

A disciplinary process is something that is led by governors with input from the senior leadership team and there was extensive advice from both external lawyers and HR specialists. We followed all advice closely and, as a result, our insurers felt our case was strong. The tribunal, however, disagreed.

While no details are yet to be agreed, we want to assure parents of two things. Firstly, the school has insurance in place in case of this outcome.

Secondly, while there are clearly lessons to be learned, I want to reassure parents that, despite the failings in this individual case, our staff are happy at the school. Our last full Ofsted inspection concluded, 'Staff are proud to work at the school' and we continue to get so much positive feedback from our staff surveys.

There were failings in this case; this is not the sign of a systemic problem. We will take positive action to ensure this situation does not happen again.

We all feel it important to be open and transparent about this news. We want to do everything we can to secure the best for our students. We are also deeply committed to ensuring that our environment is one where every member of our community can be happy, healthy and successful.

Regards,

Denise Strutt
Chair of Governors

