

Unity College

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13 November 2023

Dear Parents and Carers

College Closure

Please note that, per the College's [published term dates](#), the College will be closed to students on **Friday 24 November 2023**.

Inclusivity, Tolerance and Respect

Last year, I worked with students, staff and governors to redefine our college vision. We agreed that one of the most important aspects of this vision should be that our community is characterised by an ethos of **inclusivity, tolerance and respect**.

On Sunday 12 November, along with one of our Head Students, Hollie Mayhew, and one of our Deputy Head Students, Grace Hargreaves, I had the privilege of representing the College at the annual Service of Remembrance, held at the *Peace Garden*. Remembrance unites people of all faiths, cultures, and backgrounds and Sunday's service was particularly poignant given the current conflicts in Ukraine and the Middle East and the sickening violence on the streets of London this weekend.

It is more important than ever, that our college community is characterised by an ethos of **inclusivity, tolerance and respect**. During the last week, we have spoken with our students about the Israel-Hamas conflict and the history of Israel and the Palestinian territories. Our focus has been solely on educating our young people and encouraging them to understand that there is a political and historical complexity and context that polarised, and sometimes extreme, social media content doesn't acknowledge. Above all, we have focused on the humanitarian catastrophe that has ensued from the conflict.

Our parents and carers play a pivotal role in ensuring that our community is characterised by an ethos of **inclusivity, tolerance and respect**. We believe it's important to:

- Work in partnership with parents and carers to support their child's learning
- Create a safe, respectful and inclusive environment for students, staff and parents
- Model appropriate behaviour for our students at all times

To help us do this, we set clear expectations and guidelines on behaviour for all members of our community. This includes staff (through the staff Code of Conduct) and students (through our Behaviour Policy and Behaviour Curriculum).

All staff, students and parents are entitled to a safe, respectful and inclusive environment, and parents and carers are as responsible for creating this environment as Unity College staff. Whilst the majority of our parents and carers model appropriate behaviour for our students, I am sad to report that an increasing minority do not and that college staff are increasingly subject to aggressive and abusive behaviour from some parents and carers.

The attached Parent and Carer Code of Conduct makes it clear that such behaviour will not be tolerated at Unity College. The Code of Conduct also makes clear the actions that the College will take if a parent or carer breaches the Code of Conduct. Depending on the nature of the incident, the College may:

- Send a warning letter to the parent or carer
- Invite the parent or carer into college to meet with a senior member of staff or the Headteacher
- Contact the appropriate authorities (in cases of criminal behaviour)
- Seek advice from our legal team regarding further action (in cases of conduct that may be libellous or slanderous)
- Ban the parent or carer from the College site

I am really very sorry that I am having to write to you about the conduct of a minority of parents and carers and I remain extremely grateful for the support of the majority.

Best wishes

A handwritten signature in black ink, appearing to read 'J. Richardson', with a stylized flourish at the end.

Jane Richardson

Headteacher