



## WESTMINSTER SCHOOL

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16 March 2021

**\*WARNING\*** This letter includes mentions of sexual violence and may be triggering to read. If you feel that you may be triggered by the content that follows, please use your best discretion.

Dear Old Westminsters,

Like many of you, I have been appalled by the testimonies about sexual harassment which have been published on the *Everyone's Invited* platform in recent days. They shine a light on attitudes and actions which have no place in a responsible, kind and compassionate society and they certainly have no place at Westminster.

We obviously take these issues incredibly seriously, and are determined to help and support pupils past and present who are affected by them.

We encourage any Old Westminster who has been a victim of sexual harassment or violence, or who has been impacted by the testimonies, to seek support and advice. External sources of support include The Survivors Trust (<https://www.thesurvivorstrust.org/find-support>), SurvivorsUK (<https://www.survivorsuk.org/>) and The Samaritans (<https://www.samaritans.org/>).

We have alerted the Local Authority and will continue to be in touch with them, and to investigate fully and refer on as appropriate any specific allegation of sexual harassment or other form of abuse.

Since arriving as Head Master in September I have launched a whole-school consultation into our ethos and values to ensure everyone has the opportunity to feed into this critical piece of work. In the course of all the conversations that have followed, I have heard first-hand how strongly pupils feel about inclusion, equality and diversity, treating everyone with respect and being kind to one another.

I value every opportunity to listen and to learn from current and former pupils, and I'm determined that, working, listening and learning together, we turn these positive values into concrete actions.

To help achieve this, I have decided to commission external reviews – building on the internal work undertaken so far – which will help us to meet the challenge posed by our pupils, past and present, to do better. These reviews will look at all our policies, procedures, training and curriculum as regards protected characteristics and will report to me by the end of the year. The findings will help us to identify ways, inside and outside the classroom, to embed the values we believe in and ensure they are lived up to every day and truly inform every pupil's experience at Westminster.

These are huge issues and I am determined that we address them, as a community – which of course includes our alumni – to build an even better School.

Yours sincerely,

A handwritten signature in purple ink, appearing to read "J. Savage". The signature is fluid and cursive, with a long horizontal stroke at the end.

Dr Savage