

17 May 2021

Dear Old Westminster,

Re: Independent Review into Harmful Sexual Behaviours

I am writing to introduce myself to you all as the Independent Reviewer appointed by the Governing Body of the Great School to carry out an independent review into the ethos, culture and practices at the Great School following the testimonies posted to the website "Everyone's Invited". The review will examine whether the culture of the School and all aspects of its operation now and in the recent past may have contributed to sexually harmful actions, sexist, misogynistic, homophobic or transphobic behaviours of the kind reported on the website. The [terms of reference](#) agreed with the Governing Body, as well as the [privacy](#) notice setting out how I will process information, can be found by clicking on the relevant links.

I hope to be able to make recommendations as to how a positive safeguarding culture can be reinforced, including what steps can be taken to encourage young people to report concerns. If appropriate, I will also make recommendations to improve the School's curriculum, training, practices and procedures. The Governing Body has committed to publishing this review. I will not name any child or young person, or former pupil, or former or current staff member at the School in my report. Reasonable steps will be taken to protect the identity of individuals in any published report.

As part of this review, I would welcome the chance to speak with former pupils.

The School has organised a webinar for those of you who wish to see me in person, where I will explain the review in a little more detail. I am particularly interested in knowing your recommendations for change, and your views on the processes, culture and practices of the School as it was when you attended.

Details of the webinar are below:

Tuesday, 25 May at 7.00pm

<https://westminster-org.zoom.us/j/93971330491?pwd=VIJObHhHSGp3MkNySytoT0Q5Tm0zQT09>

Passcode: 228753

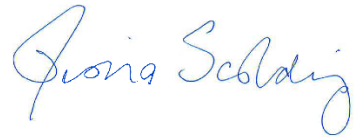
If you wish to speak to me independently, please e-mail me at fscolding@landmarkchambers.co.uk and I will try and speak to you remotely. As I am sure you will understand, I will not be able to speak with all of you, but I would welcome your suggestions and views by email. If you require any reasonable adjustments, I am more than happy to put those in place.

Note: My role is not to investigate individual allegations or adjudicate whether events did or did not happen. That is the role of the local authority or of the police. If anything is disclosed to me that I consider to be an immediate safeguarding risk, or that discloses a criminal offence, it will be my duty to pass this information on to the Local Authority Designated Officer and the School, for them to pass on to the relevant authorities. I will try and seek your

consent before sharing this information, but I am obliged to make such referrals even without consent where I consider that this is necessary.

I do hope you feel able to engage in this review.

Yours sincerely,

A handwritten signature in blue ink that reads "Fiona Scolding". The signature is written in a cursive, flowing style.