



23 September 2021

Dear Senior School Parents & Guardians,

This letter is to provide you with some narrative and context to the ISI report that is attached. As you are aware, the school had an ISI visit at the end of last term; they were following up on the Ofsted visit earlier in the year and trialling the new format of report questionnaires. Such reports are written in formulaic language and thus can come across as blunt, but there are some important themes raised.

There is much to be pleased about. We have effectively adapted the PSHE curriculum, especially around Relationships and Sex Education, to ensure that the material is up to date, and there is good dialogue between the pupils and staff about the content; from this, changes have been made to develop the course. Our safeguarding and supervision are at the right standard, ensuring that all in the community are safe and properly cared for. The report is clear that we take bullying seriously and our policy is implemented effectively. We have taken all the necessary steps to keep the pupils safe during the pandemic.

However, the inspectors have judged that the behaviour of a minority of pupils has not been acceptable and following on from that, therefore the implementation of the RSE curriculum has not been effective enough. Leaders, at all levels, have all delivered the right messages and given plenty of direction, but a minority of pupils have not taken this on board nor amended their language or interactions.

There are some phrases that are difficult to read, but the context, and timing of the visit, is important. The Everyone's Invited website, and subsequent revelations in schools across the country, and locally, show that such behaviour is a national issue and one that we all need to address; it is not just a Langley problem. The restrictions put in place by the government (outlined in 2.34) have prevented the progress and effectiveness being as we would want. I am certainly not dodging the issue, but the report told us what we already knew and hence we had already planned to put into place the necessary steps before this report was published. We are on a journey as a school to redefine and improve the culture and action has already happened this term. Their visit came at the end of eighteen months of stress, turmoil and restriction; conditions that pupils and staff found hard. We know that we have all reacted differently to the pressures of the pandemic and as adults we are able to analyse events pretty well; teenagers have less ability to regulate and contextualise, and thus their behaviours have inevitably been more erratic and out of character. The report reflects a snapshot in time and not the school as it is now.

Please talk to your child about the themes raised. I hope that they, and you, will see the extraordinary context that it was written in and that this term has been very different.

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With a tight focus on standards and behaviour, our community is already significantly happier and healthier than last year. Mr Adrian Watts is our new Head of Diversity and Equality and he has the specific role of ensuring that these issues are aired, pupils listened to and action taken.

I want to give you the opportunity to talk to me. I am setting up a meeting for 5pm this Sunday (26 September) in the Ballroom so you can come in and ask me about this, or indeed, anything else. If you cannot make this, I will ensure that the questions and answers are sent out to you all. Please respond to the following link: [RSVP Sunday 26 September 2021](#)

There has been so much positivity, joy and delight this term and the feedback from you has been wonderful to read. I have spoken in assembly about the need for us all to get behind the cultural shift that we are on together, as we can all make a positive difference.

Thank you for your support and I look forward to seeing you soon.

Yours sincerely,

A handwritten signature in blue ink that reads "Jon Perriss". The signature is written in a cursive style with a long, sweeping underline.

Jon Perriss
Headmaster