



Headteacher
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Sandhurst School

the opportunity to succeed

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9th June 2023

Dear Parent/Carer(s),

Re: Staff and Student Survey

It has always been important to us at Sandhurst School to ensure our community is fully inclusive and an environment where all are nurtured, valued and enabled to thrive. In the past few years there has been a focus in the media about how identity-based prejudice and discrimination like racism, sexism and homophobia, which are so prevalent in society in general, also affect young people in schools. We believe it is vitally important to take a proactive approach to tackling prejudice in whatever form it takes, and to educate our students to celebrate diversity.

To this end, we have commissioned an external, independent company called **FLAIR** to help us to understand the lived experience of our student and staff body. FLAIR will be conducting an **anonymous** survey which will enable us to effectively action-plan in order to further develop our work to ensure full inclusivity. **This survey is for all staff and students and will focus on the issue of racism.** It is not your typical survey. The questions give students and staff an opportunity to reflect on their views and experiences related to race. The responses will give us a better idea of student and staff views, in order to help us plan effective educational programmes, for example.

The survey is **anonymous** and names are not attached to the responses, so we have no way of knowing who completed it.

For further information, please watch a short [video](#) from FLAIR's CEO and founder.

What happens next?

The survey will only take 10 minutes to complete. All students in Years 7 to 13 will be invited to complete the survey during their tutor time week commencing 19th June, unless you contact the school to withdraw your child. If for any reason you do not want your child to take part in the survey, please notify the school by completing [this form](#) by **Friday 16th June 2023**.

We will use the results to evaluate our current educational programmes and processes in order to ensure they are as effective as possible.

Thank you for playing your part in our efforts to continually improve our culture. If you have any questions, please get in touch.

Yours sincerely,

Miss J Jones

