

8 June 2020

To all staff members of the Eden Academy Trust,

I hope this finds you and your family well. As we open more widely, we know you have all been working really hard to ensure we can welcome more children and young people back into school whilst also continuing to provide for those who remain at home. We are truly grateful to you for everything you are doing.

As the Chair and CEO of the Eden Academy Trust we wanted to write to you today having had the opportunity to reflect on the horrific murder of George Floyd in Minnesota and the subsequent outpouring of anger and grief that we have seen across the world. We understand that this will have had a deep and profound impact on many colleagues and stand with you in solidarity in the fight against racism.

We also recognise that racism, both structural and individual, is present in every organisation, including our own and acknowledge our responsibility not only to speak out against this but to actively work to dismantle it.

The momentum behind the Black Lives Matter movement is an opportunity for us, as an organisation to critically examine this issue for all of our BAME colleagues. This must be more than just words and statements, this must be meaningful and sustainable long term change.

As a first step, we welcome suggestions from across the Trust about how we can work together on this fundamentally important issue particularly if you have ideas on well-being support that might be provided to staff members for whom recent events may have had a significant impact. As a second step, we will create the space to listen, and the space to discuss the complexities of inequality in relation to race. Longer term, we commit to action in order to address inequalities faced by our BAME colleagues. Please feel free to contact either of us directly if you wish to discuss this further.

We will shortly be asking for volunteers who might wish to contribute to a working group to discuss ideas and develop proposals to address these issues. In the first instance, if you are interested in playing a part in this group, please let either Nick or Sophia know.

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With best wishes

Susan Douglas CEO and Barry Nolan Chair of The Board of Trustees