

**Members of the Trust:**

Angel Oak Academy  
Applegarth Academy  
Benedict Academy  
Breakwater Academy  
Burfield Academy  
David Livingstone Academy

La Fontaine Academy  
Gonville Academy  
Hawkes Farm Academy  
Heathfield Academy  
High Cliff Academy  
Park Academy

Phoenix Academy  
Tudor Academy  
Turnham Academy  
Westbridge Academy  
White House Academy

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STEP CEO: Mr M Ducker OBE

STEP Deputy CEO: Mr P Glover

Friday 12<sup>th</sup> June 2020

Dear Parents and Carers,

The last time I wrote to you, it was to explain the three guiding principles in relation to the further reopening of our seventeen STEP Academies: safety, community and choice. With these principles in mind, and the mission of the Trust – *to improve the life chances of all children* – we felt it important to communicate with you once again. As you know, STEP, which stands for Striving Together for Excellence in Partnership; and our PUPAC values - Passion, Urgency, Positivity, Aspiration and Commitment - are the ways in which we anchor our moral purpose and create the strong bonds of unity that stretch across our organisation. This unifying bond has proved even more important in recent times.

You will be aware of the shockwave that was sent across the world by the killing of George Floyd in America. At STEP, we share the abhorrence of this brutal act. We feel the deep sadness and anguish that comes from having to acknowledge that Mr Floyd's tragic death underlines, once again, the damaging inequalities that exist in society.

With unity at the core of STEP's moral compass, we speak with one voice. As such, we will be using this key point in history to reaffirm STEP's commitment to equality and social justice. We cannot afford to assume everyone knows what we stand for, what we believe in and how this shapes the way we work. We need to be explicit, systematically reviewing and improving where we fall short of the high standards you and your families rightly expect.

So, please be assured that all STEP Academies will continue to teach your children about what it means to be strong, positive and productive members of society. We have always taught our pupils about equality and this is going to remain an important part of our curriculum. With STEP Academies further extending provision; we look forward to having more opportunities to celebrate the diversity of all our learners, as well as working in partnership with the different communities we serve.

As a united Trust, we stand together with you against racism and all other forms of discrimination. It is more than what we might say; it is in what we will continue to do every single day.

Yours sincerely,



MR M DUCKER  
STEP CEO