

Nurturing potential, growing stronger together

November 2025

Dear Parents and Carers,

Across Engage Enrich Excel Academies, we are proud of our dedicated staff who work tirelessly to give every child the best possible education. Our values of Belong, Respect and Empower guide everything we do, creating communities where everyone feels valued and safe.

We serve wonderfully diverse communities and are proud of the richness this brings. Our success depends on working together in a spirit of trust and respect. While most parents and carers are incredibly supportive, a small minority of negative voices have sometimes targeted teachers and leaders personally. These actions can have a significant impact on morale and wellbeing.

It is already challenging to recruit and retain high-quality staff, and personal attacks or public criticism make this harder. We want great people to teach your children without distraction, fear or abuse. We therefore operate a zero-tolerance approach to any form of aggression, intimidation or personal attack towards staff. Constructive feedback and open dialogue are always welcome, but these must reflect our shared values.

The use of social media (including WhatsApp groups) to criticise or target staff does not support how we can work together effectively. Concerns should always be raised directly with the school, where they can be addressed respectfully and constructively.

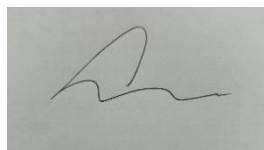
We all want the same thing: the best outcomes for your children. To achieve this, we must also create the best environment for our staff, one where they can thrive and feel respected.

Thank you for your ongoing support in helping us uphold the values of Belong, Respect and Empower across our schools. Together, we can ensure our communities remain happy, safe and successful places for everyone.

Yours sincerely



David Harris
CEO, EEEa



Stephen Norton
Chair of Trustees

Engage Enrich Excel Academies

181 Frimley Road, South Camberley Primary & Nursery School Junior Site, Camberley GU15 2QB ·
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**Confederation
of School Trusts**