

Dear

I am writing to raise my concerns about something that has been drawn to my attention after reading the schools hair policy and would like to offer some ways that things can move forward in a positive way for the students at .....

Hair discrimination is being talked about much more widely following some high profile cases including Ruby Williams and Pimlico Academy. If you haven't read about these cases I would encourage you to do so. One of the ongoing issues is that a lot of school and workplace hair policies are written by white people who are not informed about how Black hair in particular has been historically policed or discriminated against based on style and texture. This means there are often nuances in the policy which although may not be considered overtly racist clearly have an undertone which alludes to particular groups of people or cultures.

One of the most encouraging things to happen in this area over the last few years is the development of the "Halo code" which was created for schools and workplaces to ensure their practice protects students and employees.

You can sign up and find out more here: <https://halocollective.co.uk/halo-workplace/>

Author, academic and broadcaster Emma Dabiri also wrote a very informative book called "Don't Touch My Hair" which explores the history of Black hair and its significance.

Finally, if your leadership team and governing body have not discussed anti-racism training for the upcoming academic year I have outlined some organisations below that provide this (at a fee of course). I think we can all agree this is of the upmost important to ensure our children and young people are safe and staff are more confident in ensuring racism has no place in our school.

I look forward to hearing your actions following the discussion of this letter.

Yours Sincerely,