



ST PETER'S SCHOOL TRUST BOARD

REDRESS POLICY

Date: 19 September 2025

1. INTRODUCTION

- 1.1 St Peter's is committed to acknowledging and apologising for historical abuse of a Survivor while in its care, to providing access to confidential psychological support / therapy if required, and to providing various other forms of redress.
- 1.2 This policy establishes a formal process for a Survivor to notify St Peter's of abuse, and the resulting harm suffered while in the care of St Peter's and to apply for redress.
- 1.3 The Board is responsible for ensuring all notifications and applications are addressed in accordance with the procedures outlined in this policy and the principles of natural justice.

2. PURPOSE

- 2.1 The purpose of this policy is to describe and guide the principles and procedures in relation to notifications by Survivors of historical abuse experienced while in the care of St Peter's and to any application for redress. Its aims include:
 - (a) To acknowledge the abuse, accept responsibility for it and apologise to the Survivor.
 - (b) To provide a redress programme which can include:
 - (i) financial acknowledgement for the abuse and its impacts;
 - (ii) funded therapy for those persons requiring this to address the effects of their abuse; and
 - (iii) an apology to be delivered to the Survivor.
 - (c) To provide access to an independent and confidential Listening Service.

3. DEFINITIONS

3.1 In this policy the following terms shall have the following meanings:

Abuse means:

- (a) **For the purpose of considering an application for financial redress** is limited to sexual abuse of a Survivor while in the care of St Peter's perpetrated by a member of staff; and
- (b) **For any other purpose**, physical, emotional or psychological abuse and neglect, inadequate or improper treatment or care that resulted in serious harm to the individual.

Board means the Trust Board and Governors of St Peter's from time to time.

Redress means acknowledgement, not compensation, by St Peter's to a Survivor and may include all or any of:

- (c) Listening to and acknowledging the abuse a Survivor experienced while in the care of St Peter's and its impact;
- (d) Apologising to the Survivor for that abuse and harm;
- (e) Funding professional counselling;
- (f) A financial payment; and
- (g) Any other form of personalised response designed to recognise the abuse and its impact.

Redress Facilitator means an independent person experienced in working in redress programmes responding to historical abuse.

St Peter's means St Peter's, Cambridge.

Survivor means a former student who was abused while in the care of St Peter's.

4. OVERARCHING PRINCIPLES

4.1 In responding to notifications of abuse, St Peter's will:

- (a) Maintain a Survivor focus and recognise the potential for trauma associated with re-visiting and describing the abuse.

- (b) Ensure information about how St Peter's addresses historical abuse notifications is readily accessible to the St Peter's community, past and present.
 - (c) Behave with integrity in the notification process by being open, respectful, and taking all notifications seriously and processing them to the point of resolution to the extent that is possible.
-

5. NOTIFICATION PROCESS

5.1 A Survivor may make a notification to St Peter's of their abuse and resulting harm, either verbally or in writing. A notification may also be lodged on behalf of a Survivor or by an advocate or support person with the Survivor's consent. A confidential notification may also be made by emailing stpredress@outlook.com, or through the Listening Service alumniassist@outlook.com.

- (a) When a notification is received by St Peter's, receipt will be acknowledged within seven days, and the process will be outlined to the Survivor.
- (b) As part of this process the Survivor will be asked to provide current proof of identity to ensure compliance by St Peter's with requirements for disclosure of private information
- (c) A review of any relevant St Peter's records will be undertaken.
- (d) The notification will be documented, and receipt of notification will be provided to the Chairperson of the Board.
- (e) Notifications that qualify for financial redress will be referred to the Redress Facilitator to follow up in line with this policy.

5.2 The Redress Facilitator

- (a) Following receipt of a referral, the Redress Facilitator will engage with the Survivor to discuss the redress process including meeting at a mutually suitable time and location.
- (b) The Redress Facilitator will, after meeting with the Survivor, provide the Survivor with a summary report of their abuse experiences, impacts and redress expectations and obtain Survivor confirmation of the accuracy of this summary.
- (c) Following confirmation of the summary report, the Redress Facilitator, will prepare a full redress report, including recommendations, to be forwarded to the St Peter's Board Chairperson.

6. TYPES OF REDRESS

- 6.1 St Peter's may offer the following in terms of redress (in full and final settlement of all claims a Survivor may have against St Peter's):
- (a) A personal response from St Peter's, which may include an apology to be delivered on terms and in a mutually agreed manner and process;
 - (b) Funding in support of counselling and wellbeing;
 - (c) Assistance, if required, to report abuse to the Police;
 - (d) In the case of sexual abuse of a Survivor while in the care of St Peter's perpetrated by a member of staff of St Peter's, financial acknowledgement of the abuse and the resulting harm; and
 - (e) Other reasonable forms of personalised response in support of the "set right" aspirations of this Policy to the extent that this is possible.

7. LEGAL

- 7.1 The Survivor is required to seek independent legal advice in relation to any Redress Settlement Offer before agreeing to enter into the Settlement Agreement. St Peter's will meet these reasonable legal costs up to a maximum of \$3,500.00+GST.

8. THIS POLICY

- 8.1 This Policy may be reviewed periodically and revised by St Peter's in response to the needs of Survivors and any other matters as St Peter's may determine.

Dated 19 September 2025



John Macaskill-Smith
Chairperson
St Peter's School Cambridge