



Equalities Statement

Breckland School is committed to equality, both as an employer and a service provider:

- We try to ensure that everyone is treated fairly and with respect.
- We want to make sure that our school is a safe, secure and stimulating place for everyone.
- We recognise that people have different needs, and we understand that treating people equally does not always involve treating them all exactly the same.
- We recognise that for some students extra support is needed to help them to achieve and be successful.
- We try to make sure that people from different groups are consulted and involved in our decisions, for example through talking to students and parents/carers, and through our Student Leadership Team
- We aim to make sure that no one experiences harassment, less favourable treatment or discrimination because of their age; any disability they may have; their ethnicity, colour or national origin; their gender; their gender identity or reassignment; their marital or civil partnership status; being pregnant or having recently had a baby; their religion or beliefs; their sexual identity and orientation.

How We Have Due Regard for Equality

We give careful consideration to equality issues in everything that we do.

Schools and academies are required to have due regard to the need to eliminate discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010.

The information below is a summary of how we are aware of this particular requirement and how we respond to it. Please contact us if you would like to see copies of any of our policies.

- We are aware of the requirements of the Equality Act 2010 that it is unlawful to discriminate, treat some people less fairly or put them at a disadvantage.
- We keep an accurate record, when possible and appropriate, of the protected characteristics of our students and employees.
- We have a school behaviour policy that outlines our expectations of both students and staff in their interactions with each other.
- We have a school anti-bullying policy that identifies our commitment to antibullying. It includes procedures for reporting and dealing with incidences of bullying including a school email account.



- We deal promptly and effectively with all incidents and complaints of bullying and harassment that may include cyber-bullying and prejudice-based bullying related to disability or special educational need, ethnicity and race, gender, gender reassignment, pregnancy or maternity, religion and belief and sexual orientation.
- We keep a record of all such incidents and notify those affected of what action we have taken. We provide training to all staff in relation to dealing with bullying and harassment incidents.
- We keep records of all incidences of discriminatory behaviour against all groups.
- We have a special educational needs policy that outlines the provision the school makes for students with special educational needs.
- We are DfE compliant regarding disability access.
- Our complaints procedure sets out how we deal with any complaints relating to the school.
- We aim to observe and implement the principles of equal opportunities and non-discrimination in our employment practices.
- We pay due regard within our recruitment practices, to safeguarding and protecting our students.
- We have procedures for addressing staff discipline, conduct and grievances.

For 2021-25, our Equality Objectives are:

- To continue to provide a school environment that welcomes, protects and respects diverse people.
- To continue to close the gaps in attainment and achievement between students and all groups of students; especially boys and girls, disadvantaged students, students with Special Educational Needs and Disabilities, Looked After Children, and students from different heritage groups.
- To continue to reduce suspension rates for disadvantaged students
- To increase understanding between religious and ethnic groups
- To raise awareness of LGBT issues – challenge stereotypes and reduce prejudice
- To encourage girls to consider non-stereotyped career options



Meeting the Public Sector Equality Duty

Breckland School's key aspirations set out clearly an ethos that treats everyone with equal respect and strongly rejects all forms of discrimination against students or staff.

- Breckland School's policies all reflect a commitment to equality. In particular, reference should be made to the anti-bullying, behaviour and SEND policies, including the accessibility statement.
- The school's curriculum statements reflect a similar commitment to equality.
- Breckland School strives to actively close gaps in attainment and achievement across groups of students, including those eligible for the pupil premium, those with special educational needs and disabilities, looked after children and students from minority ethnic groups. Its progress in this important area is monitored by the senior leadership team and governing body.
- Through living out its ethos and by its taught RSHE programme, assemblies, mentor time, and the day-to-day treatment of individuals, Breckland School constantly strives to meet its public equality duty.
- In its recruitment practices, Breckland School ensures it complies with all equality legislation in employment.