



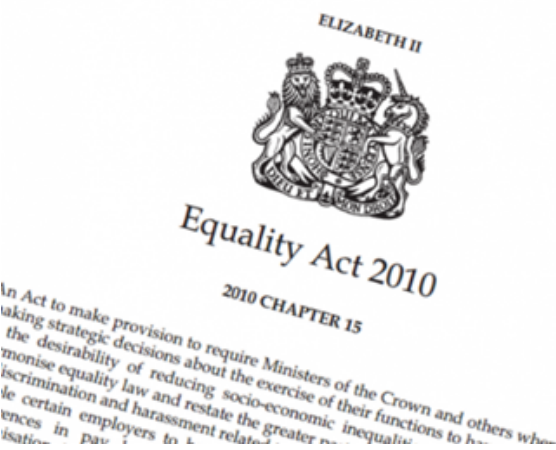
CRANBOURNE

Safeguarding

Newsletter

November 2025

Human Rights and The Equality Act (2010)



In October we had assemblies for all our students so they understand their rights under the Equality Act 2010.

We explained that the Equality Act is an important piece of legislation that affects all of us, whether we're in school, at work, at home or anywhere in public.

The Equality Act is basically the rule book that helps make the UK a fairer and safer place for everyone. But crucially, we tried to ensure that our students understand that the Equality Act is not just about the law, it is about the way we all treat each other and what being a good human is all about.

Under the Equality Act, it is illegal to discriminate against someone because of the nine protected characteristics. These are:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion of belief
- Sex
- Sexual Orientation

But, what counts as discrimination?

The law protects people from four main types of unfair treatment:

Direct discrimination

Treating someone worse because of who they are.

Indirect discrimination

A rule that applies to everyone but unfairly disadvantages a group.

Harassment

Bullying or unwanted behaviour linked to a protected characteristic.

Victimisation

Treating someone badly because they reported discrimination or helped someone else report it.



Meeting these requirements in school

So how do we ensure that we meet the requirements of the Equality Act in school? Firstly, it is really important to us that we create a community where everyone feels like belong and they can thrive.

One way we do this is how we communicate our expectations in our Cranbourne Code of Conduct; we ask our students to be 'Ready, 'Respectful' and 'Safe.' The aspects of the Code that apply to the Equality Act are treating others with kindness, respect and care, speaking and acting in a way that will not offend others and never using discriminatory language.

A second way we create an inclusive community is by working hard to prevent bullying. We have a brilliant team of Anti-bullying student Ambassadors who offer advice and support to their peers and offer a safe space at lunchtime with activities.

One further way we try and ensure our community is inclusive is by offering a wide variety of clubs, trips and visits and making sure all students are able to access these if they wish to do so. There are lots of clubs across sports, creative, languages, and leadership to support our children to develop their skills and talents.



The poster is titled "CRANBOURNE CODE OF CONDUCT" and is organized into three columns: "BE READY", "BE RESPECTFUL", and "BE SAFE". Each column contains several icons and text boxes with rules. At the bottom, it says "EXCELLENCE IN EVERYTHING".

BE READY	BE RESPECTFUL	BE SAFE
Arrive on time	Treat others with kindness, respect and care	Follow the IT agreement
Wear correct uniform	Listen to the opinion of others	Treat the building with respect
Essential equipment ready to use	Speak and act in a way that will not offend others	Stay away from out of bounds areas
Settle quickly and follow all instructions	Never use discriminatory language	Do not leave the classroom during lessons
Always try your best	Behave politely and respectfully when travelling to and from school	No filming or taking photos in school
No food or drink in class	Take responsibility for your actions	Use the one way system
Phones off and in pouches		Put rubbish in bins and recycle
		Open doors for others



Our assemblies ended with the following message: Fairness isn't something that just "happens." It's something we choose—in how we speak, how we act, and how we treat each other.

The Equality Act is the legal safety net.

But we are the everyday protectors of fairness.

- When we shut down stereotypes
- When we stand up against bullying
- When we include someone who feels left out
- When we challenge unfair behaviour

We make our school a more equal place—not just because the law says so, but because it's the right thing to do. This is what being in our Cranbourne family is all about.

WE WILL LISTEN and WE CAN HELP



At Cranbourne every single staff member is responsible for safeguarding. All staff are here to promote the welfare of our students & protect them from harm.

All staff are trained to take the appropriate action and ensure that someone from the safeguarding team follows up to support you with specific assistance and guidance:



Mrs K Reddy
Lead DSL



Mrs K Gare
Deputy DSL



Miss S Conlon
Deputy DSL



Mrs C Ryan
Deputy DSL

We want you to talk to who you feel most comfortable; it could be your form tutor, your Head of House, someone from the DSL team or any other member of staff.



Mrs P Corrigan
Deputy DSL



Mrs C Millett
Deputy DSL



Miss R Alner
Head of House



Mrs T Simpson
Head of House



Mrs J Vaughan
Head of House



Miss S Miller
DDSL / HOH

childline

ONLINE, ON THE PHONE, ANYTIME
childline.org.uk | 0800 1111



Childline is here to help anyone under 19 in the UK with any issue they're going through. You can talk about anything. Whether it is something big or small, Childline's trained counsellors are here to help you.



CEOP is a law enforcement agency that helps keep young people safe from sexual abuse & online grooming. You can make a report directly if you are worried about online sexual abuse or something that has happened online which has made you feel unsafe, scared or worried.

YOUNGmINDS



Young Minds is the UK's leading charity fighting for children and young people's mental health. They want to see a world where no young person feels alone with their mental health and all young people get the mental health support they need, when they need it, no matter what.
www.youngminds.org.uk



Nude image of you online?
We can help take it down.



Report Remove is here to help young people under 18 in the UK to confidentially report sexual images & videos of themselves online & remove them from the internet.
It is against the law for anyone to share a sexual image or video of someone who is under 18; **Report Remove is safe, easy and free.**

THE MIX



The MIX is a UK based charity that provides free, confidential support for young people under 25 via online, social and mobile. Whatever issue a young person is facing, **The Mix** is always there for them!
www.themix.org.uk

shout

85258



Shout is the UK's first and only free, confidential, 24/7 text messaging support service for anyone who is struggling to cope. To start a conversation, text the word 'SHOUT' to 85258. Their trained volunteers are there to listen at any time of day or night, & messages won't appear on the phone bill.