

THE HARVEY GRAMMAR SCHOOL



EQUALITY OBJECTIVES

Approved: February 2024
Review Date: February 2029

Introduction

The Harvey Grammar School is committed to an inclusive ethos based on respect for, and celebration of diversity. We recognise our duty to establish equality for all pupils, staff, other members of the school community and service users.

Objective 1

The school will

- a) monitor and evaluate the attainment and progress of all pupils in all year groups with specific reference to significant groups which will include ethnicity, gender, first language, special educational needs, FSM eligibility. An annual report will be produced for Governors.
- b) evaluate and update the pupil premium strategy to remove any potential barriers to participation or success related to disadvantage.

Objective 2

The school will

- a) ensure all vacancies are filled using the principles of Equal Opportunities and safer recruitment, including at least one member of each panel with relevant training.
- b) monitor and evaluate applications and appointments and produce an annual summary for governors.

Objective 3

The school will

- a) ensure that it makes all necessary reasonable adjustments within the school for pupils, staff and visitors with disabilities, including improving access across all areas of the school estate.

Objective 4

The school will

- a) promote and develop pupil's understanding of equality and diversity through the PSHE programme, with due regard to the need to eliminate discrimination, harassment and victimisation, to advance equality of opportunity, and to foster good relations between different people when carrying out their activities.