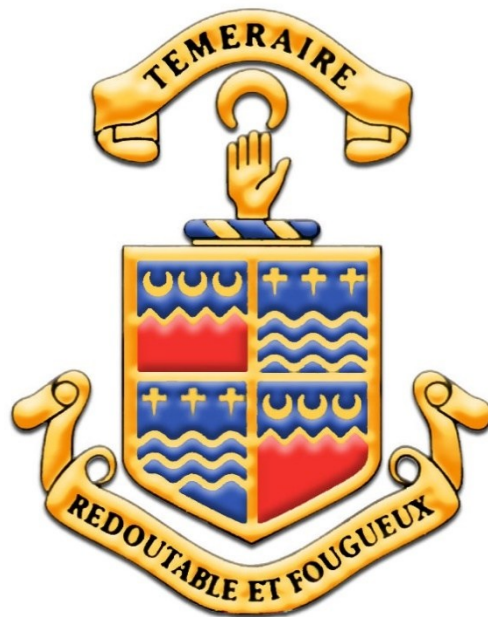


# THE HARVEY GRAMMAR SCHOOL



## EQUALITY STATEMENT AND OBJECTIVES

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## Introduction

The Harvey Grammar School is committed to meeting its obligations under the Equality Act 2010 by having due regard to the need to:

1. Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.
2. Advance equality of opportunity between people who share a protected characteristic and those who do not.
3. Foster good relations between people who share a protected characteristic and those who do not.

## How We Eliminate Discrimination

The school actively works to eliminate discrimination through the following measures:

### **Policies and Procedures**

All school policies are reviewed regularly to ensure compliance with the Equality Act 2010. Equality impact considerations are embedded within policy development and review processes.

### **Recruitment and Employment**

Recruitment, promotion and employment practices are fair, transparent and based on merit. Staff receive equal opportunities regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

### **Admissions**

Admissions arrangements comply with statutory requirements and are applied fairly and consistently.

### **Curriculum**

The curriculum promotes understanding, tolerance and respect for diversity and reflects a wide range of perspectives and experiences.

### **Student Support**

Appropriate support and reasonable adjustments are provided for pupils with disabilities, SEND, medical needs and other identified needs to ensure equitable access to education.

### **Behaviour and Anti-Bullying**

The school's behaviour and anti-bullying policies explicitly address prejudice-based incidents, including racism, homophobia, sexism, disability-related bullying and other forms of discriminatory behaviour.

### **Safeguarding**

Staff receive safeguarding training which includes recognising discriminatory behaviour, prejudice and protected characteristics.

### **Staff Training**

Staff receive regular training and updates on equality, diversity, inclusion, safeguarding and statutory responsibilities.

**Accessibility**

The school implements its Accessibility Plan to improve access to the curriculum, physical environment and information for disabled pupils, staff and visitors.

**Monitoring**

The school monitors relevant data including attendance, exclusions, behaviour incidents, complaints and achievement to identify and address any potential inequalities.

**Impact During 2025/26**

During the academic year, the school:

- Continued to provide reasonable adjustments for pupils and staff where required.
- Delivered safeguarding and equality-related training to staff.
- Promoted inclusion and respect through curriculum activities, assemblies and pastoral programmes.
- Monitored student outcomes and participation to identify and address any emerging inequalities.
- Reviewed key policies to ensure compliance with current equality legislation.

**Monitoring and Review**

The Governing Body monitors equality information annually. Any reported incidents of discrimination, harassment or victimisation are investigated promptly and addressed in accordance with school policies.

The school reviews its equality objectives at least every four years and publishes updated equality information annually.

# Equality Objectives 2026-2030

## **Objective 1 - Advance Equality of Opportunity for All Pupils**

The school will work to ensure that all pupils, regardless of background or protected characteristic, have equitable opportunities to achieve their educational potential.

### **Actions**

- Analyse attainment, progress, attendance and behaviour data for disadvantaged pupils, SEND pupils, EAL pupils and other identified groups.
- Monitor participation in trips, clubs, leadership opportunities and enrichment activities.
- Review and evaluate Pupil Premium Strategy.

### **Success Measures**

- Pupil attainment, progress and attendance data is reviewed annually for identified groups.
- Any significant gaps between groups are identified and addressed through targeted interventions.
- Disadvantaged pupils participate in enrichment opportunities at rates comparable to their peers or actions are in place to address any disparities.
- Pupil Premium funding demonstrates measurable impact on outcomes.

### **Evidence**

- Internal and external attainment data.
- Attendance reports.
- Behaviour and exclusion data.
- Pupil Premium Strategy and impact report.
- Educational visits and extracurricular participation records.

## **Objective 2 - Ensure Fair and Inclusive Employment Practices**

Maintain fair, transparent and inclusive employment practices that promote equality of opportunity for all staff and applicants.

### **Actions**

- Deliver annual staff equality and safeguarding training.
- Ensure all recruitment panels contain at least one trained safer recruiter.
- Monitor equality data relating to recruitment and appointments.

### **Success Measures**

- 100% of recruitment panels include at least one appropriately trained member.
- Recruitment records demonstrate compliance with equal opportunities and safer recruitment requirements.
- An annual recruitment equality monitoring report is presented to governors.
- Recruitment, appointment and promotion decisions are based on fair and transparent procedures.
- No substantiated complaints of unlawful discrimination in recruitment or employment practices.

### **Evidence**

- Recruitment records
- Safer recruitment training records

- Governor minutes
- Monitoring of applicants and appointments.

### **Objective 3 - Improve Accessibility for Pupils, Staff and Visitors**

Ensure that pupils, staff and visitors with disabilities can access school facilities, information and opportunities as fully as possible.

#### **Actions**

- Make reasonable adjustments in accordance with the Equality Act 2010.
- Implement and review the Accessibility Plan.
- Improve access to the curriculum, information and physical environment where practicable.

#### **Success Measures**

- All requests for reasonable adjustments are considered and implemented where appropriate.
- Accessibility Plan actions are completed within agreed timescales.
- No preventable barriers to participation are identified for pupils, staff or visitors with disabilities.
- Accessibility considerations are incorporated into future site developments and procurement decisions.

#### **Evidence**

- Accessibility Plan
- Site improvement records
- SEND and inclusion records
- Reasonable adjustment records.

### **Objective 4 - Promote Inclusion, Respect and Understanding of Diversity**

The school will promote a culture of respect, tolerance and inclusion in which diversity is valued and discrimination is challenged.

#### **Actions**

- Deliver a planned programme of PSHE, assemblies and curriculum activities that promotes equality, diversity and inclusion.
- Challenge discriminatory language and behaviour.
- Record, monitor and address discriminatory incidents.
- Promote understanding of protected characteristics and British Values.

#### **Success Measures**

- Equality, diversity and protected characteristics are taught through the curriculum, PSHE and assemblies in all year groups.
- Pupils demonstrate positive attitudes towards diversity and inclusion.
- All discriminatory incidents are recorded, investigated and addressed in line with school procedures.
- Staff receive annual safeguarding and equality-related training.

#### **Evidence**

- Curriculum and PSHE plans.
- Assembly programme.
- Behaviour and safeguarding logs.
- Staff training records.
- Governor monitoring reports.