



Helena Romanes School

Equality Objectives 2024-2028

The Equality Act 2010 requires schools to publish specific and measurable equality objectives designed to prevent discrimination against groups on the following basis – age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex and sexual orientation. Our equality objectives are based on our analysis of data and other evidence. Our equality objectives focus on those areas where we have agreed to take action to improve equality and tackle disadvantages. We will regularly review the progress we are making to meet our equality objectives. At HRS, we acknowledge that everyone in our school has a right to be treated fairly, feel safe and secure, and with the knowledge that any allegations of discrimination, harassment and victimisation will be taken seriously, and will be effectively dealt with, using our systems and processes of investigating, logging, reporting and monitoring. This is our legal duty.

Our school is committed to promoting the welfare and equality of all its staff, learners and other members of the school community which is demonstrated in our school values;

HRS Values

- Ambition
- Kindness
- Respect
- Resilience
- Broad mindedness
- Independence

Equality Objective 1:

Work to remove any barriers faced by individuals as a result of any protected characteristics to ensure that our learners are happy and successful in their time at school and in their life beyond Helena Romanes

To achieve this we will:

- use opportunities to regularly educate and celebrate diversity through assemblies, PSHE and the wider curriculum
- use key staff roles, such as PPG lead, attendance officer and DSL to respond to and address any barriers identified
- monitor and track data half termly to identify any next steps

As a result, our school will:

- have pupils who are more confident in reporting any discrimination
- have effective plans to support young people to thrive through the removal of barriers

Equality Objective 2:

Continue to develop our systems to maintain high standards of behaviour and respect for others throughout the school and ensure that any incidents of discrimination are recorded, monitored and addressed appropriately.

To achieve this we will:

- eradicate the use of discriminatory language with regard to protected characteristics
- monitor discrimination within safeguarding data analysis
- complete detailed student feedback surveys annually with specific questions about discriminatory behaviour in school
- support both victims and perpetrators in addressing unacceptable discriminatory attitudes
- ensure the assemblies and tutorial programmes include equality, cultural awareness and anti-discrimination themes
- ensure that anti-discrimination is included on the PSHE programme
- include sanctions for discriminatory behaviour in the school behaviour policy
- provide a range of opportunities for students to report discriminatory behaviour in school
- put systems into place to evaluate the effectiveness of any interventions

As a result, our school will:

- have pupils who are more confident in reporting any discrimination
- have a culture of inclusion and tolerance

Equality Objective 3:

To enrich the curriculum with planned opportunities to celebrate diversity.

To achieve this we will:

- work with curriculum and pastoral leadership to promote achievements of people of different ability, gender, sexual orientation, race or religion or representing any protected characteristic in our school curriculums
- support national events and themed weeks to promote equality and diversity; including but not exclusive to; Red Card Against Racism, Black History Month, Pride; Anti-homophobia week and Anti-bullying week.

As a result, our school will:

- have a broader school curriculum that actively celebrates people, cultures, and national events to promote a sense of belonging for all students and staff

Equality Objective 4:

To promote and monitor the participation of vulnerable pupils in the wider life of the school

To achieve this we will:

- encourage pupils from a range of backgrounds to be represented in school activities, clubs, student leadership
- identify and remove any barriers to support students to participate

- have systems in place to evaluate the effectiveness of any intervention put into place to increase participation

As a result, our school will:

- have a school community where pupils of all backgrounds, abilities, orientation and other protected characteristics are actively represented in school leadership roles, clubs and trips

Equality Objective 5:

To ensure that staff are supported in their well-being and treated with respect in the workplace

To achieve this we will:

- work with staff from a range of backgrounds and protected characteristics to develop an action plan to tackle any forms of 'banter discrimination'

As a result, our school will:

- promote language and actions of inclusivity, respect and tolerance.