

Richard Huish Trust Equality Objectives

At North Curry C of E Primary School we will eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

We will do this through the Huish Values and the agreed Equality Objectives.

Equality Objective	Actions	Progress to date
Provide equality of opportunity for all within the Huish community, being mindful of unconscious bias and holding each other to account. This will include adhering to Huish policies and procedures which help us to eliminate unlawful discrimination and promote inclusion	All recruitment, selection and promotion activity will be carried out in line with Huish People policies which have been written to ensure they are not unlawful or discriminatory	
	All leaders, managers and supervisors will be trained to raise awareness of unconscious bias	
	All new staff and volunteers will be made aware of the Huish Equality & Diversity Policy and the Code of Conduct to ensure they understand our expectations in terms of their own conduct and conduct expected of others	
	All admissions activity will be carried out in line with Huish Admission policies which have been written to ensure they are not unlawful or discriminatory	
	All pupils, students, parents and carers will be made aware of our expectations in terms of their own conduct and conduct expected of others	
	All staff, volunteers, pupils, parents and carers are made aware of how to raise concerns if they witness or experience any unlawful discrimination	
Ensure that all pupils and students have the opportunity to thrive; make great progress and maximise their potential. We will do this whilst paying close attention to our data, particularly for disadvantaged groups.	Teachers and support staff will differentiate their planning, delivery and interactions to ensure that every pupil and student experiences the correct level of challenge and support in their learning to help them thrive during their time at Huish	Early identification of vulnerable groups to ensure the right intervention is put in at the right time through PPMs and KEO surgeries. Targeted pupils receive scaffolded or extended learning to reflect their individual needs. Consistent planning format in core subjects.
	Enrichment activities will provide relevant personal development opportunities for all pupils and students to help them thrive during their time at Huish	Termly enrichment weeks focussing on QIP priorities e.g. Music and Sports weeks. A wide variety of extra curricular after school activities for all children. Termly trips/visitors linked to

Richard Huish Trust Equality Objectives

		topic across the school. Music lessons and whole class instrumental tuition e.g. Singing, Recorders, Piano, Guitar, Music Ensemble
	We will monitor participation in enrichment to ensure all pupils and students are and can engage, and where we anticipate or establish that engagement could be improved, we will work hard to remove any barriers or blocks	PP children able to access clubs and trips at reduced/no cost. Regular weekly analysis of attendance enables us to monitor participation in school enrichment activities.
	We will ensure that where pupils and students have a recognised specific educational need, the educational, pastoral and personal development support we put in place is effective and impactful over time	Early identification of vulnerable groups to ensure the right intervention is put in at the right time through PPMs and KEO surgeries. Regular monitoring of the effect and impact of interventions.
	We will regularly review pupil and student progress data to look for areas where progress is not being made as expected, particularly for pupils and students who are considered to be 'disadvantaged'	Early identification of vulnerable groups to ensure the right intervention is put in at the right time through PPMs and KEO surgeries. Regular monitoring of the effect and impact of interventions.
Ensure there are opportunities in our schools and the College to help us recognise difference and encourage inclusion.	Our Assembly topics and PSHE Curriculum will help us to recognise difference and encourage inclusion	PSHE curriculum now covered through the SCARF scheme: Me and My Relationships, Valuing Difference, Keeping Safe, Rights and Respect, Being My Best and Growing and Changing. Collective Worship now covered through the Values for Lifesavers: Generosity, Wisdom, Thankfulness and Justice. Weekly Charanga Sing assemblies on Mondays. Additional French termly assemblies through Language Angels. Weekly clergy worship: Methodist, C of E and Baptist.
	Our Visiting speakers will help us to recognise difference and encourage inclusion	Weekly clergy worship: Methodist, C of E and Baptist. Worldviews approach to teaching RE. Other visitors e.g. local Musicians, RSPCA Educator, SASP tennis coaches, local careers

Richard Huish Trust Equality Objectives

		experts, Fire safety, Police, Paramedics, Space Dome
	Our Clubs will help us to recognise difference and encourage inclusion	All children are invited to clubs and we ensure we remove any barriers to enable all to attend. Clubs run last year: Multiskills, Gymnastics, Netball, Cricket and Rounders, Football, Lego, Art, Singing, Recorders, Coding, Music Ensemble, Country Dancing, Holy Kiddos, Tag Rugby and Fizz Pop Science.
	Our Trips will help us to recognise difference and encourage inclusion	No child is excluded from trips and PP children are able to access trips at reduced/no cost. Trips undertaken last year: Cardiff Museum, Mill on the Brue, Bishop's Palace, Dunster Castle, Puxton Park, Forest School, Crealy, Lifeskills, Brewhouse Taunton
	Our Networking Links with the Uphill Junior School will help us to recognise difference and encourage inclusion	We continue to sponsor a child at the school and regularly share his progress with our annual non uniform day.