

Objectives	Actions	Evidence
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	At least one member of each interview panel is 'Safer Recruitment' trained. This ensures SG questions included in all interviews which are considered in line with best practice and prevent bias or discrimination.
	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	The schools and college follow a prescribed Induction Programme which specifically includes reference to and familiarisation with the Huish E&D policy and the Huish Code of Conduct.
	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	The Admissions Policies are written to ensure they are neither directly nor indirectly discriminatory. The Policies are always referred to when considering admission decisions.
	All pupils, students, parents and carers will be made aware of our expectations in terms of their own conduct and conduct expected of others	Welcome Talks from school and College Leaders to all pupils, parents and carers, providing opportunities to set out our expectations in terms of values, behaviour and conduct.
	All staff, volunteers, pupils, parents and carers are made aware of how to raise concerns if they witness or experience any unlawful discrimination	Website and school / college portal provides information for staff, volunteers, parents, carers and pupils about raising concerns. These processes are also highlighted through Induction and transition.

<p>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.</p>	<p>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.</p>	<p>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.</p>
	<p>Enrichment activities will provide relevant personal development opportunities for all pupils and students to help them thrive during their time at Huish.</p>	<p>Termly enrichment weeks focussing on QIP priorities and other important areas e.g. Science and French weeks. A wide variety of extra curricular after school activities for all children. Termly trips/visitors linked to topic across the school. Music lessons and whole class instrumental tuition e.g. Singing, Recorders, Piano, Guitar</p>
	<p>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.</p>	<p>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.</p>
	<p>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.</p>	<p>Early identification of vulnerable groups to ensure the right intervention is put in at the right time through PPMs and KEO surgeries led by the SENDCo. Regular monitoring of the effect and impact of interventions. QIP priority for this academic year.</p>
	<p>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</p>	<p>Early identification of vulnerable groups to ensure the right intervention is put in at the right time through PPMs and KEO surgeries led by the SENDCo. Regular monitoring of the effect and impact of interventions. QIP priority for this academic year.</p>

Richard Huish Trust Equality Objectives



	'disadvantaged'	
ensure there are opportunities in our schools and the College to help us recognise difference and encourage inclusion.	Our Assembly topics will help us to recognise difference and encourage inclusion	Collective Worship themes this year incorporates the 'No Outsiders' scheme of work: focus on difference, identity, discrimination, acceptance and non judgement. Weekly Charanga Sing assemblies and Charanga monthly musicians focus. Additional French termly assemblies through Language Angels. Weekly clergy worship: Methodist, C of E and Baptist.
	Our Guest 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. Uphill Trust directors, local Musicians, RSPCA Educator, Fire safety, Police, local charities, Wateraid.
	Our Clubs and Societies 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 and this year: Multiskills, Gymnastics, Netball, Cricket and Rounders, Football, Lego, Art, Singing, Recorders, Coding, Music Ensemble, Photography, Films and Games and Tag Rugby.
	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 and planned for this year: Mill on the Brue, Fyne Court, Forest School, Crealy, Lifeskills, Tacchi Morris Theatre, We The Curious, Carrymoor and Richard Huish College.
	Our Networking (Links with foreign schools / schools from a different region) will help us to recognise difference and encourage inclusion	We continue to sponsor a child at the Uphill Junior School in Uganda and regularly share his progress with our annual non uniform day.