



Millbrook Primary School

Equality Objectives 2023-24



Objective	Targets	Actions	Progress	Impact	Next steps
1. Ensure that girls and boys have equal access to the curriculum and wider experiences and that gender sexism is eliminated	Ensure that sexist language is removed Ensure there is no discrimination in terms of access to curriculum and wider experience Ensure that children develop emotional literacy and boys are expected to talk about feelings as much as girls	Staff training PSHE lessons for children Questionnaires for staff and children – and discussions Monitor sexist incidents and ensure that staff deal with them appropriately Ensure children are comfortable to report sexist incidents Ensure that we learn from sexist incidents	Action plan in place Staff training completed in inset Questionnaires completed		
1. Curriculum to meet the needs of all learners	Ensure that all cultures are truly represented in the curriculum	Continue to monitor refine and embed the new curriculum to include more diversity and coverage			
	Children in our school need to be more aware of life beyond their immediate area	Hold whole school/community events and ensure that they experience a range of cultures			

	Review people studied within the curriculum to Ensure children have access to a wide range of role models	Continue to ensure that the range of cultures are represented positively. Positive role models from a range of cultures are represented and explicitly taught			
2. Promote celebration of difference and respect for each other's cultures	Assemblies and RE study famous people from a range of cultures. Assemblies include main Religious Festivals	Ask children and families to be involved in this			
3. Ensure that all children have access to school regardless of SEND.	Continue to make sure that school is accessible for all with small affordable changes	Refer to accessibility plan – ensure building is wheelchair friendly.			
	Make sure that additional equipment is available and reasonable adjustments are made to support the needs of all learners.	Continue to ensure that children can access ear defenders, wobble cushions, therabands, movement breaks where needed.			
4. Promote 'Believe and Achieve' for all by ensuring that nobody is disadvantaged by any of the protected characteristics:	Ensure that gaps in attainment between groups are closed and remain so.	Monitor attainment data at key intervals (taking into account gender, socio-economic background (FSM) and ethnicity and take any necessary action to minimise any gaps which might exist			

	Ensure that all children from protected groups have full access to enrichment activities	Monitor engagement of uptake at any extra-curricular activities or enrichment provision to ensure these opportunities are accessible to all. Provide financial support from PP fund if needed.			
5. Narrow the gap for disadvantaged children in reading writing and maths in all year groups.	Increase the number of disadvantaged children at age related expectations and above. Ensure that children do not miss out on trips and experiences	Careful monitoring of disadvantaged children and timely interventions delivered. Make sure that funding is used to ensure that this happens.			