



MILLBROOK PRIMARY DIVERSITY & ACCESSIBILITY PLAN

2023 – 2026 (3 YEAR PLAN – REVIEWED ANNUALLY)

At Millbrook Primary School we are fully committed to the fair and equal treatment of everyone we deal with. Whilst we believe we do everything possible to ensure that no child, parent or member of staff is disadvantaged in anyway because of their circumstances, we recognise that we must constantly strive to do more to ensure our approach remains up to date and relevant. For this reason, we have drawn up this action plan which sets out the specific initiatives and actions we are committed to completing in the period from 2023 to 2026.

Objective	Actions to be taken	By whom	Timescale and Resources
Information for Disabled Pupils To ensure that the aims and objectives in the Equality Policy are met.	- Regular reviews of the school's Equality Policy with due consideration for the stakeholders it effects. - Regular monitoring of Equality and Diversity within teaching and learning. - Regular meetings between teaching staff and members of the Senior Leadership Team to ensure progress and identify barriers to learning that may be present due to diversity and ensure these are addressed through appropriate intervention.	SLT Teaching Staff Governing Body	Ongoing SLT meetings Governors' meetings Progress meetings
Curriculum To promote equality and tackle discrimination	- Any incidents of discrimination (including racism) to be reported through the appropriate channels (see anti bullying and safeguarding policies). - To develop links with other schools with a different ethnic and cultural background to our own (see community cohesion policy).	SLT Teaching Staff Governing Body PTA School Council	Ongoing SLT meetings Governors' meetings Staff meetings Parent Evenings PTA meetings

	- To regularly consult with stakeholders (including parents and children) with regards to promoting equality and tackling discrimination. - To use the super 6 SMSC books to promote equality.		School Council meetings
Curriculum To promote disability equality throughout school	- Regular reviews of the school's Disability Policy with due consideration for the stakeholders it effects. - Regular meetings to ensure the needs of disabled stakeholders are identified and addressed (including - Timely and appropriate interventions (including modifications to school grounds and the provision of equipment) to ensure the needs of disabled stakeholders are met. - SENDCo to liaise regularly with the SEN team to make adaptations according to need - No Outsiders ethos promoted throughout school - PSHE sandwich of core curriculum to be delivered in every classroom	SENCo SLT Teaching Staff Governing Body	Ongoing SLT meetings Parent Evenings Governors' meetings Staff meetings
Curriculum To raise staff and governors awareness of equality and diversity	- Ensure (through consultation) staff and governors have a good understanding of diversity and provide training where necessary. - Ensure a member of the Governors attends let's end hate crime training annually. - Share the SMSC overview with Governors yearly.	SLT Teaching Staff Governors	When appropriate Governors' meetings Staff meetings
Curriculum To raise pupil awareness of equality and diversity	- Diversity and equality should be discussed as part of School Council Meetings. - School Council to report back to staff and pupils regarding their discussions and findings - Equality and diversity to be discussed with children as part of class teaching - Super 6 SMSC books in each class from nursery to year 6 on display in every class and read in guided reading sessions. - Extend trips and visitors in school to ensure a wide diversity of people. - British values display and posters in class. - Utilise the harmony zone as a diversity learning zone.	School council Teaching Staff SLT	Ongoing School Council meetings

Access Plan

Objective	Actions to be taken	By whom	Timescale and Resources
Physical improvements Improvements for pupils with ECHP plans IT support for communication and language and cognition and learning needs	- To increase access to IT resources wherever possible (including appropriate software) – capital grant over 2 years - Provision of teaching and learning resources to help all pupils access the curriculum (CLICKER and iPads for EHCP pupils)	SENCo SLT Teaching Staff	Ongoing
Physical improvements Physical improvements to the early years setting and disable access bathroom to support those children with significant developmental needs	- Audit of school to be carried out to identify accessibility barriers - Modifications to school made where necessary to ensure school is fully accessible to children, staff and parents including changing facilities in the early years	SENCo SLT Bursar	Ongoing
Curriculum – Risk Assessments Ensure all school visits and trips are accessible and promote diversity for all pupils	- Trips to be planned that will be accessible to all pupils (also SEN specific trips and a focus on culturally diverse trips i.e. to various places of worship) - Site visits to be carried out where appropriate to ensure places being visited are fully accessible also risk assessments in place for all necessary pupils and staff with Team teach training to attend where appropriate	SENCo SLT Class teachers	Ongoing
Information for pupils with disability Consistent and carefully planned transition support for pupils with physical or mental impairments	- Adaptive teaching approaches implemented in all subject areas to ensure that access is enabled for all (in particular around SRE and safety concepts) - Transition meetings for all disabled pupils	Subject Leads SENco Class teachers Other setting leaders	Academic year 2023-2024

The governing body has overall responsibility of ensuring that the Millbrook and Diversity Plan, as written, does not discriminate on any grounds, including but not limited to: ethnicity/national origin, culture, religion, gender, disability or sexual orientation.