Fairlands Primary School – Equalities, Diversity & Inclusion (EDI) Action Plan 2023-2024 - incorporating our Accessibility Plan

EDI Priorities	Protected Characteristic	Target Group	Action	Measurable success indicator	Timescale	Review date
Strengthen leadership of equalities, diversity & inclusion	**All**	**All**	• Create opportunities for deep and purpose collaboration across the trust in relation to EDI • Engage pupils in leadership of EDI	Priorities within the EDI action plan will be progressed	2023-2024	July 2024
Deepen staff competence and expertise in delivering EDI commitment	**All**	**All**	• Ensure all staff in all roles have an equally strong understanding of the 'No Outsiders' ethos and implementation • Provide further CPD for all staff to deepen awareness of unconscious bias	Staff survey will indicate increased confidence	2023-2024	July 2024
Ensure our curriculum provides embedded opportunities to implement our EDI commitment	**All**	**All**	• Enhance access to quality texts which represent all protected characteristics: centralised resource library • Strengthen celebration of languages used across the school	Pupil survey will indicate improve understanding of EDI commitment	2023-2024	July 2024
Ensure our recruitment and retention policies support our EDI commitment	**All**	**Prospective & current staff**	• Review recruitment processes to strengthen commitment to EDI, including flexible working provision • Review job adverts	There will be an increased proportion of staff role models from global majority groups	2023-2024	July 2024
Secure external support for children with high level SEND	**Special educational needs & disabilities**	**Pupils with SEND**	• Ensure large caseload of EHCP applications is prioritised • Ensure EHCP outcomes and provision are shared with senior teachers to provide support for staff • Run 'Abilities in Me' workshops across EY-Y2	Percentage of SEND pupils working at broadly ARE+ will increase.	2023-2024	July 2024
Ensure the gap in attainment for disadvantaged pupils is closing	**Economic exclusion***	**Pupils at risk of disadvantage**	• Enact the priorities detailed without our pupil premium strategy and evaluate impact	The gap diminishes between attainment for disadvantaged and non-disadvantaged pupils	2023-2024	July 2024
Raise community awareness of the lived experiences of specific groups: including Gypsy Roma, Traveller & refugees / asylum seekers	**Race**	**All**	• Provide staff training on GRT & refugee/asylum seeker awareness • Review resources which represent the identified group • Create opportunities for members of the identified group to share their experiences and concerns	Individual case studies demonstrate impact of increased awareness and support	2023-2024	July 2024

Although not protected characteristics under the Equality Act 2010, our school is also committed to protect all members of our community from discrimination and harassment based on socio-economic disadvantage and appearance.

Accessibility Plan 2023-24

Increase access to the curriculum for pupils with a disability	**Disability**	**Members of the school community with a disability**	• Work with providers of after school opportunities to ensure that all barriers to access are removed for pupils with a disability. • Work with external support agencies to improve access to the curriculum for children with hearing impairments	Increased participation of pupils with a disability in after school clubs Improved access to the curriculum for children with hearing impairments	2023-2024	July 2024
Improve and maintain access to the physical environment	**Disability**	**Members of the school community with a disability**	• Ensure all children, staff and visitors with a disability have regular reviews of PEEP's (Personal Emergency Evacuation Plans) and ensure that these are well communicated and rehearsed • Improve external lighting and external markings in identified areas to improve access for visually impaired users • Improve access to auditory signals for all hearing-impaired users	Increased safety of children, staff, and visitors	2023-2024	July 2024
Improve the delivery of information to pupils with a disability	**Disability**	**Members of the school community with a disability**	• Provide support on an individual basis for parents and carers to ensure there are no barriers to access to school MIS – Arbor • Termly reviews of website to ensure that statutory documentation complies with HCC PDFs and documents – keeping things accessible	Hertfordshire County Council • Provide support on an individual basis for parents and carers to ensure there are no barriers to access to external services and funding	Improved access to information for parents & carers with a disability	2023-2024	July 2024