

Fairlands Primary School – Equalities, Diversity & Inclusion (EDI) Action Plan 2026-2027 - 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	- Induct new SENDCo - Write and publish an inclusion strategy	Strategic priorities are known by whole school community	2026-2027	July 2027
Deepen staff competence and expertise in delivering EDI commitment	All	All	Ensure new staff in all roles have an equally strong understanding of the 'No Outsiders' ethos and implementation	Staff survey will indicate increased confidence	2026-2027	July 2027
Ensure our recruitment and retention policies support our EDI commitment	Disability	Prospective & current staff	Review current staffing profile to clearly identify under-represented groups	There will be an increased proportion of staff role models from all protected characteristics	2026-2027	July 2027
Secure external support for children with high level SEND	Special educational needs & disabilities	Pupils with SEND	Ensure new funding mechanisms are used to target funding to 'right child, at the right time'.	Percentage of SEND pupils working at broadly ARE+ will increase.	2026-2027	July 2027
Ensure the gap in attainment for disadvantaged pupils is closing	Economic disadvantage*	Pupils at risk of disadvantage	- Implement new approach to free school meal funding - Sustain strategies which eliminate economic exclusion	The gap diminishes between attainment for disadvantaged and non-disadvantaged pupils	2026-2027	July 2027
Increase awareness of issues and support strategies relating to gender diversity	Gender diversity	Pupils & staff who identify as gender diverse	Provide inclusive toilet facilities across whole school	Individual case studies demonstrate impact of increased awareness and support	2026-2027	July 2027

**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 2025-26

Increase access to the curriculum for pupils with a disability	Disability	Members of the school community with a disability	Work with external support agencies to improve access to the curriculum for children with physical needs and hearing impairments	Improved access to the curriculum for children with hearing impairments	2026-2027	July 2027
Improve and maintain access to the physical environment	Disability	Members of the school community with a disability	Improve access to auditory signals for all hearing-impaired users	Increased safety of children, staff, and visitors	2026-2027	July 2027
Improve the delivery of information to pupils with a disability	Disability	Members of the school community with a disability	Begin phased implementation of air conditioning system to support staff and children with SEMH / medical needs	Improved access to information for parents & carers with a disability	2026-2027	July 2027