



Lodge Farm Primary School

Learning in Mind, Community at Heart

Lodge Farm Primary School – Equalities, Diversity & Inclusion (EDI) Action plan 2023-2025.

EDI Priorities	Protected Characteristic	Target Group	Action	Measurable Success Indicator	Timescale	Review date
Strengthen leadership of equalities, diversity & inclusion	All	All	<p>Create new EDI leadership roles</p> <p>Engage pupils in leadership of EDI priorities</p> <p>Make EDI a routine agenda item on leadership meetings: headship; governance</p> <p>Establish meaningful and sensitive parent/carer focus groups to contribute to our EDI commitment</p>	Priorities within the EDI action plan will be progressed	2023-2025	July 2025
Deepen staff competence and expertise in delivering EDI	All	All	<p>Build on the starting points we have made with staff understanding of race equity, particularly in relation to</p> <p>developing an understanding of unconscious bias, and applying to other protected characteristics</p>	Staff survey will indicate increased confidence	2023-2025	July 2025
Ensure our curriculum provides embedded opportunities to implement our EDI commitment	All	All	<p>Continue to strengthen connections between our Values assemblies and Jigsaw themes (relationships, sex, and health education)</p>	Pupil survey will indicate improve understanding of EDI commitment	2023-2025	July 2025
Strengthen and clarify our commitment to race equity	Race	Global majority pupils & staff	<p>Review our curriculum</p>	Outcomes for pupils from global majority will improve	2023-2025	July 2025

Ensure our recruitment and retention policies support our EDI commitment	Race	Prospective & current staff	Review our recruitment and retention strategies through the 'lens' of people of colour – engaging our governing body and focus groups in this work Review website	There will be an increased proportion of staff role models from global majority groups	2023-2025	July 2025
Secure external support for children with high level SEND	Special educational needs & disabilities	Pupils with SEND	Ensure large caseload of EHCP applications is prioritised	Percentage of SEN pupils working at broadly ARE+ will increase.	2023-2025	July 2025
Ensure the gap in attainment for disadvantaged pupils is closing	Economic disadvantage*	Pupils at risk of disadvantage	Enact the priorities detailed within our pupil premium strategy and evaluate impact	The gap diminishes between attainment for disadvantaged and non-disadvantaged pupils	2023-2025	July 2025
Increase awareness of issues and support strategies relating to gender diversity	Gender diversity	Pupils & staff who identify as gender diverse	Raise profile of gender identification through email signatures; signage; name badges Source training around gender diversity issues and cascade to all staff Provide support to pupils who are expressing gender diversity	Individual case studies demonstrate impact of increased awareness and support	2023-2025	July 2025
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.	Increased participation of pupils with a disability in after school clubs	2023-2025	July 2025
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 Change toilet signage to reflect inclusive culture	Increased safety of children, staff, and visitors	2023-2025	July 2025
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 new school MIS – Arbor	Improved access to information for parents & carers with a disability	2023-2025	July 2025

			Review website to ensure that statutory documentation complies with HCC PDFs and documents – keeping things accessible Hertfordshire County Council			
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**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.*