



# FRACTIONAL EDI LEADERSHIP

**Strategic EDI leadership that strengthens culture, improves practice and builds capacity.**

## Overview

Fractional EDI Leadership provides schools with year-round strategic capacity from an experienced specialist. It offers the continuity of an internal EDI lead with the flexibility and efficiency of an external partner. Support spans strategy, policy, curriculum alignment, staff development, implementation coaching and governance reporting, ensuring inclusion is embedded, coherent and sustainable across the year.

## Key Findings and Recommendations

- Schools benefit most when EDI leadership is consistent, strategic and embedded across the year.
- Governors increasingly expect structured reporting and measurable impact.
- Whole-school culture improves when curriculum, pastoral care and staff development are aligned.
- Fractional models offer senior expertise at significantly lower cost than full-time posts.

## Goals and Objectives



### Strategic Clarity

Develop a whole-school EDI plan with clear priorities, timelines and structured reporting cycles.



### Staff Capability

Build confidence across teams through ongoing training, coaching and curriculum guidance.



### Culture & Community

Enhance inclusion across student experience, pastoral systems, policies and everyday practice.

## Packages

| Package                        | What It Includes                                                                                                                                           | Pricing          |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|
| Strategic Lead                 | Senior strategic oversight, annual EDI plan, reporting cycles, SLT guidance, remote support and termly in-school visits.                                   | £18,000 per year |
| Full Outsourced EDI Leadership | Regular in-school presence, policy & curriculum alignment, staff development, student/community engagement, implementation coaching, structured reporting. | £25,000 per year |
| Premium Outsourced EDI Lead    | Increased in-school days, deeper stakeholder engagement, extended delivery across curriculum, pastoral, policy and community work.                         | £28,500 per year |

## Who This Model is For

| School Type          | Characteristics                       | Why Fractional Leadership Helps                          |
|----------------------|---------------------------------------|----------------------------------------------------------|
| Independent Schools  | Large communities, ambitious EDI aims | Provides structured leadership without adding a new post |
| Multi-Academy Trusts | Multiple sites, varied needs          | Offers consistency, alignment and specialist oversight   |
| Single-Site Schools  | Limited internal capacity             | Adds senior expertise and reduces workload on leaders    |