



Springwood
Campus



Littlewood
Campus



LINWOOD
TRAINING, SUPPORT & ADVICE



Linwood School
Equality Action Plan March 2022-March 2023

The Equality Act Specific Duties	Objectives	Action	Responsibility & Timescale	Impact for pupils/outcome
Eliminate discrimination, harassment, victimization and other prohibited conduct	Ensure that teaching, learning and the curriculum promotes equality and celebrates diversity	Regularly monitor and review the curriculum to ensure it is coherent, inclusive and supports an improved understanding and application of tolerance and diversity across wider school and community life	Curriculum pathway leads PSHE Curriculum leads Annually	The school environment reflects our aims and celebrates our pupils' success. Progress across a wide range of cohorts i.e. gender, ethnicity, level of need, socio economic groups etc. demonstrates equality of attainment across groups.
Eliminate discrimination, harassment, victimization and other prohibited conduct	Observe good equalities practice, including staff recruitment, retention and development	Ensure that policies and procedures benefit all employees and potential employees, for example in recruitment and promotion, and in continuing professional development Blind recruitment practices introduced in 2020 to continue	HR Team Senior Leadership Team Ongoing	The best person for the job will be recruited or promoted based on merit alone and free from bias on the grounds of factors such as age, disability, gender or race that are not relevant to the person's ability to do the job
Eliminate discrimination, harassment, victimization and other prohibited conduct	Ensure all children and staff feel safe in school	Ensure appropriate policies and procedures are in place which address prejudice and prejudice related bullying	DSL's Senior Leadership Team Ongoing	Complaints/incidences will have been dealt with quickly and effectively with a robust review to ensure any lessons learnt are shared and acted upon



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Advance Equal opportunities	To ensure that all pupils have equal opportunity to eat & socialise with peers and access to outside spaces	To develop an outside area at Linwood Campus for Post 16 & post students	Post 16 Leader Estates & Premises Manager	Students' well-being will improve as a result of improved access to outside spaces
Advanced Equal opportunities	Ensure equality of access to teaching and learning in order that pupils have the best education possible by narrowing the gap for all.	Identify individuals and groups of pupils who are not making expected progress and put in interventions to ensure progress	Head of Campuses Curriculum Pathway Leads Maths & Literacy Leads Ongoing	That all pupils make expected or better than expected progress in all areas of the curriculum at Linwood School
Foster good relations	To ensure staff and pupils have opportunities to be outward looking and part of the wider community	Actively seek opportunities for Linwood pupils to participate with special and mainstream schools in: <ul style="list-style-type: none"> · Sporting activities · Creative arts activities · Work experience opportunities for KS 4 & Post 16 students across all campuses	PE Leaders Arts Leaders Curriculum Pathway Leads Placement Coordinators Ongoing	Students' well-being improves as a result of an improved sense of community and opportunities to develop their confidence and interpersonal skills.
Foster good relations	To ensure children with SEND across the conurbation and more widely receive the most appropriate support to meet	To continue to develop and deliver high quality training to schools and other professionals (where appropriate)	LTSA Ongoing	The outcomes of children and young people with SEND are improved as a result of appropriate support and well trained staff



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	their individual needs			
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