



# **Equal Opportunities Statement**

## **December 2020**

<b>Contents:</b>	<b>Page no:</b>
Important contacts	3
Our school, culture, ethos and values	4
1. Aims	5
2. Legislation and Guidance	5
3. Roles and Responsibilities	5
4. Eliminating Discrimination	6
5. Advancing Equality of Opportunity	7
6. Fostering good relations	7
7. Equality Considerations in Decision Making	8
8. Equality Objectives	8



## Linton School

### Equal Opportunities Statement

<b>Adopted by:</b> Rebekah Dennett	<b>Review date:</b> December 2021
<b>Designated Safeguard Lead:</b> Rebekah Dennett	<b>Date:</b> 1 <sup>st</sup> January 2020
<b>Deputy Designated Safeguard Lead:</b> Sean Di Sora & Paul Barton	<b>Date:</b> 1 <sup>st</sup> January 2020
<b>Head Teacher:</b> Rebekah Dennett	<b>Date:</b> 1 <sup>st</sup> January 2020
<b>Head of Education Service:</b> Declan Tuer	<b>Date:</b> 1 <sup>st</sup> September 2019

**The Designated Safeguarding Lead is:** Rebekah Dennett

Contact email: [rebekah.dennett@rocnorthwest.co.uk](mailto:rebekah.dennett@rocnorthwest.co.uk)

Tel: 01772 957062 / 07776 528079

**The Deputy Designated Safeguarding Lead is:** Sean Di Sora

Contact email: [sean.disora@lintonschool.co.uk](mailto:sean.disora@lintonschool.co.uk)

Tel: 01772 957062

**The Deputy Designated Safeguarding Lead is:** Paul Barton

Contact email: [paul.barton@lintonschool.co.uk](mailto:paul.barton@lintonschool.co.uk)

Tel: 01772 957062

**The LA Designated Officer for Lancashire County Council is:** Tim Booth

Contact email: [tim.booth@lancashire.gov.uk](mailto:tim.booth@lancashire.gov.uk)

Tel: 01772 536694

**The LA Designated Officer for Blackpool Council is:** Amanda Quirke

Contact email: [amanda.quirke@blackpool.gov.uk](mailto:amanda.quirke@blackpool.gov.uk)

Tel: 01253 477541

**Lancashire County Council – Multi-Agency Safeguarding Hub (MASH):** 0300 123 6720

**Lancashire County Council – Emergency Duty Team:** 0300 123 6722 (out of office hours)

**Blackpool Council – Multi-Agency Safeguarding Hub (MASH):** 01253 477299

**If the child is at immediate risk, please call the police on 999.**

## **Our School**

Linton School is an independent special school for young people with social, emotional and mental health difficulties for both boys and girls aged 8-18 years old. The school is registered for up to 12 learners and consists of 4 small classes to provide a nurturing environment to develop and progress throughout their learning journey. We are a trauma informed school that is able to support children and teenagers who suffer with trauma or mental health problems and whose troubled behaviour acts as a barrier to learning. Located in rural Preston we therefore benefit from some amazing outdoor space where we develop our outdoor, equestrian and horticulture skills. All the staff at Linton School are committed to creating a setting which not only focuses on academic success, but also provides our learners opportunities to develop their social, communication and independent skills.

## **Culture and Ethos**

We are committed to providing a nurturing, safe and ambitious learning environment that supports every young person to achieve lifelong skills through a diverse learner centred curriculum. Respectful and supportive relationships are at the heart of all we do; we value every member of the school community equally. Through bespoke curriculums tailored towards each individual pupil's needs, experiences, interests and strengths we foster a love for learning and support our young people to achieve their full potential. As an educational setting our main aim is to prepare our pupils to make a positive contribution towards society by giving our students the skills they need to be successful, resilient and inspirational young adults. Linton schools purpose is to improve the quality of life for our young people both now, and in the future, 'building our futures together'.

## **The Vision**

Linton School provides a safe, nurturing learning environment to provide skills for lifelong opportunities, which gives the young people an ambitious outlook towards their future. The vision drives everything we do and will be achieved through:

- Outdoor enrichment activities to promote life skills through play, nurture and teamwork.
- Promoting independence, patience and listening skills through Equestrian lessons.
- Multi-disciplinary links from both internal and external companies to provide a bespoke, broad and balanced curriculum that develops the education of our pupils.
- Empowering each learner to achieve their personal goals and develop a lifelong love of learning.
- A positive and ambitious school environment that promotes learning for all.
- Offering a broad range of learning experiences within the curriculum that values academic attainment as well as developing social skills, experiences and resilience.

**More information about the school can be found in the school Prospectus.**

# **Linton School Equal Opportunities Statement**

## **1. Aims**

Linton School aims to meet its obligations under the public sector equality duty by having due regard to the need to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

## **2. Legislation and guidance**

This document meets the requirements under the following legislation:

- The Equality Act 2010, which introduced the public sector equality duty and protects people from discrimination
- The Equality Act 2010 (Specific Duties) Regulations 2011, which require schools to publish information to demonstrate how they are complying with the public sector equality duty and to publish equality objectives

This document is also based on Department for Education (DfE) guidance: The Equality Act 2010 and independent schools.

## **3. Roles and responsibilities**

The Head of Education (Cambian Group) will:

- Ensure that the equality information and objectives as set out in this statement are published and communicated throughout the school, including to staff, pupils, carers and parents, and that they are reviewed and updated at least once every two years
- Delegate responsibility for monitoring the achievement of the objectives on a daily basis to the head teacher

The head teacher will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to the Head of Education

All school staff are expected to have regard to this document and to work to achieve the objectives as set out in section 8.

## **4. Eliminating discrimination**

The school is aware of its obligations under the Equality Act 2010 and complies with non-discrimination provisions.

Where relevant, our policies include reference to the importance of avoiding discrimination and other prohibited conduct.

Staff and Head of Education are regularly reminded of their responsibilities under the Equality Act, for example during meetings. Where this has been discussed during a meeting it is recorded in the meeting minutes.

New staff receive training on the Equality Act as part of their induction, and all staff receive refresher training.

The school has a designated member of staff (Head Teacher) for monitoring equality issues

We will not discriminate on any of the grounds listed below (known as the Protected Characteristics) save where such discrimination is permitted by law. Examples of permitted discrimination are:

1. The school may arrange pupils in classes based on age.
2. The school may take positive action to deal with particular disadvantages affecting pupils of one racial group if this is a proportionate means of dealing with the issue.

The Protected Characteristics that apply to schools are:

- Age (in relation to staff only);
- Disability;
- Gender re-assignment;
- Marriage and civil partnership (in relation to staff only);
- Pregnancy and Maternity;
- Race;
- Religion Faith or Belief;
- Sex; and
- Sexual orientation.

We will also not accept any of the following:

- Direct or Indirect Discrimination;
- Harassment; and
- Victimisation.

## 5. Advancing equality of opportunity

As set out in the DfE guidance on the Equality Act, the school aims to advance equality of opportunity by:

- Removing or minimising disadvantages suffered by people which are connected to a particular characteristic they have (e.g. pupils with disabilities, or gay pupils who are being subjected to homophobic bullying)
- Taking steps to meet the particular needs of people who have a particular characteristic (e.g. enabling Muslim pupils to pray at prescribed times)
- Encouraging people who have a particular characteristic to participate fully in any activities (e.g. encouraging all pupils to be involved in the full range of school societies)
- Pupils and Staff to feel safe and supported to have open discussions during certain PSHE lessons

In fulfilling this aspect of the duty, the school will:

- Publish attainment data each academic year showing how pupils with different characteristics are performing to the Head of Education
- Analyse the above data to determine strengths and areas for improvement, implement actions in response and publish this information
- Make evidence available identifying improvements for specific groups (e.g. declines in incidents of homophobic or transphobic bullying) - CPOMs
- Publish further data about any issues associated with particular protected characteristics, identifying any issues which could affect our own pupils

## 6. Fostering good relations

The school aims to foster good relations between those who share a protected characteristic and those who do not share it by:

Promoting tolerance, friendship and understanding of a range of religions and cultures through different aspects of our curriculum (British Values). This includes teaching in RE, citizenship and personal, social, health and economic (PSHE) education, but also activities in other curriculum areas. For example, as part of teaching and learning in English/reading, pupils will be introduced to literature from a range of cultures

- Holding assemblies/collective worship dealing with relevant issues. Pupils will be encouraged to take a lead in such assemblies and we will also invite external speakers to contribute

- Encouraging and implementing initiatives to deal with tensions between different groups of pupils within the school. We also work with parents to promote knowledge and understanding of different cultures
- We have developed links with people and groups who have specialist knowledge about particular characteristics, which helps inform and develop our approach

## **7. Equality considerations in decision-making**

The school ensures it has due regard to equality considerations whenever significant decisions are made.

The school always considers the impact of significant decisions on particular groups. For example, when a school trip or activity is being planned, the school considers whether the trip:

- Cuts across any religious holidays
- Is accessible to pupils with disabilities
- Has equivalent facilities for boys and girls

## **8. Equality Objectives**

- To promote the awareness between children, staff and parents of the protected characteristics as set out in the Equality Act. – through an engaging PSHE curriculum and alongside our school aims and ethos.
- To foster good relations between people who share a protected characteristic and those who do not – all staff to promote healthy friendships and record incidents of prejudice-related bullying.
- To robustly challenge inappropriate language and behaviour amongst any group within the school and community; taking any opportunity to educate, build/continue to develop an environment where everybody feels safe and safe to challenge others where their behaviour falls short of what is expected within Linton School and the wider community.
- To raise the achievement of BAME pupils – Work collaboratively with our network learning community of schools, adhering to the Cambian guidance to promote achievement.
- The Head Teacher will update the equality information we publish, annually
- This document will be reviewed at least every 2 years