



Linden Lodge School

Provider of specialist education since 1903

Title:	Equality, Diversity and Community Cohesion Plan		
Type:	POLICY		
Review Cycle Frequency:	4 year		
Lead Staff:	Co-Headteachers		
Support:			
VERSION CONTROL:			
Version No	New document or reasons for revision	Agreed by	Date
1	Migration to new document version control system	Office	April 2021
2	Policy Update		Autumn 2021
3	Policy update		Autumn 2022
LINKED INTERNAL DOCUMENTS:			
LINKED EXTERNAL DOCUMENTS:			

Equalities Statement:

We have carefully considered and analysed the impact of these policies on equality and the possible implications for people with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty (PSED) requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations.

Requests for Paper Copies:

If you require this policy in a different format e.g. print or braille please contact head@lindenlodge.wandsworth.sch.uk

[Wellbeing statement of commitment](#)

We are committed to providing a healthy working environment and improving the quality of working lives for all staff and students. The wellbeing strategy aims to support our mission, core values and freedom of thought and expression, freedom from discrimination and the recognition that our community is our greatest asset. For further information on our schools commitment to wellbeing, please see the Mental Health and Wellbeing Policy and Strategy document, or visit our school website.

Equality, Diversity and Inclusion

Linden Lodge School is committed to eliminating discrimination and celebrates equality and diversity among our students and our workforce. We believe in the uniqueness and value of each individual and provide opportunities for people of all abilities to achieve their potential.

We celebrate diversity amongst our students, staff and visitors and recognise the contribution that individuals with a wide range of backgrounds and experiences can make to the life of Linden Lodge School.

The Trust is an equal opportunities employer. The aim of our policy is to ensure that no job applicant receives less favourable treatment as a consequence of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or philosophical belief, sex or sexual orientation, responsibility for dependants, employment status, trade union membership or social and economic status. Selection criteria and procedures are intended to ensure that individuals are selected, promoted and in all other ways treated on the basis of their relevant merits and abilities.

General Equality Duty

Linden Lodge School values have been set in recognition of the general equality duty. We are committed to the following objectives, in order to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
- Foster good relations between persons who share a protected characteristic and persons who do not share it.

Our Equality and Diversity Objectives

Advancing Equality of Opportunity between different groups of people:

<u>Objective</u>	<u>Actions</u>	<u>Measure</u>
Identify key policies and training for staff and make them accessible for all including staff with vision and hearing impairment	<ol style="list-style-type: none">1. SLT/TLT to select the 10 key policies2. Work with the LRC to develop easy read versions of these policies.	Staff survey's Staff Induction SCG

Fostering good relationships between different communities:

<u>Objective</u>	<u>Actions</u>	<u>Measure</u>
Promotion of Mental Health Agenda, including a range of positive actions initiatives that promote staff mental health	<ol style="list-style-type: none">1. Use staff feedback from the Wellbeing committee to improve MH support for staff. Ensure clear signposting to the Employee Assistance Scheme2. Review of MH Champion role – regular supervision, training and confidential reporting of the support interventions they are providing and the themes arising3. Recruitment of at least two men Mental Health Champions4. Further role out and embedding of reflective practice groups in the school and college5. Two annual staff wellbeing events	Staff and Students Feedback

Eliminating Unlawful Discrimination:

<u>Objective</u>	<u>Actions</u>	<u>Measure</u>
Review of our physical environment to ensure it meets the needs of all stakeholders with access needs	<ol style="list-style-type: none">1. Complete accessibility audit and make recommendations2. Audit to be reviewed by TLT, Governors and Trustees3. Agree what actions will be taken as a result4. Improve the outdoor playground to ensure accessibility for all	Staff and Students Feedback Environment Audit outcome

Eliminating Unlawful Discrimination:

Objective

Establish a mechanism for reporting on those in receipt of flexible working arrangements to allow for monitoring of applications (and then those that are approved/declined) against the protected characteristics

Actions

1. Agree how this will be recorded centrally and what information is already captured to allow for the reports we need.
2. Organise reporting on an annual basis

Measure

Staff Survey

Advancing Equality of Opportunity between different groups of people:

Objective

Positive action to ensure that pupils in receipt of Pupil Premium achieve at least expected outcomes and on a par with their peers

Actions

1. Continue to analyse year on year outcomes
2. Create a PPF strategy to address areas where further intervention required
3. Analyse enrichment opportunities for pupils with PPF funding and take active steps to provide opportunities in Extra-curricula activities

Measure

Analysis of pupil outcomes based on PPF.

British Values

Linden Lodge School Leaders and Governors are committed and responsible for providing a curriculum which is broad and balanced and complies with statutory requirements. We reject intolerance and forms of radicalisation (of any kind: religious, nationalist, political, racial, and sexual). We embrace our responsibilities to one another and to the rules that govern the life of our society. We seek to engage with the world around us, and to shape it into an equal society for everyone.

Promotion of British values

- At Linden Lodge School we are dedicated to promoting values which ensure that our students develop a strong sense of social and moral responsibility. We prepare our students for life in modern Britain by developing an understanding of democracy, the rule of law, individual liberty, mutual respect and acceptance of those with different faiths and beliefs.
- These values underpin the work we do and are promoted at various times throughout the academic year, extending beyond the classroom with a wide range of visits and enrichment experiences.