Introduction
This policy sets out our school’s approach to promoting equality, as defined within the Equality Act (2010). It covers sex, race, disability, religion or belief, sexual orientation and the school’s statutory duty to produce a Single Equality Scheme from April 2011.

The School Context
The school serves the village of Warlingham, which comprises a diverse mix of private and social housing. The school is a one form entry primary school with a Reception class. It has a roll averaging 210 pupils, most of whom live in the village. Other families live in surrounding villages and towns, including Hamsey Green, Caterham, Croydon and New Addington. The socio-economic backgrounds of the pupils are mixed, although there are no pupils on roll from homes in the very affluent areas of the village. The monitoring of pupils’ attainment and progress shows that there are no significant differences between groups of pupils at the school and some groups attain well. The school’s cultural profile is mostly White-British, and most ethnic minority groups are represented by mixed race backgrounds.

Equality – Aims and Values
Each child, having an individual personality, is encouraged to work towards their personal best within a happy, warm and friendly community. Warlingham Village Primary School aims to:

- Create a safe environment that is motivating, happy and stimulating. An environment in which children acquire the skills, knowledge and concepts relevant to their future.
- Enable our children to become confident, responsible pupils who are creative and developing independent learning.
- Support our children in achieving their full potential in being enthusiastic, proactive learners who have high personal levels of achievement in English, maths and across the curriculum.
- Help children to develop a tolerant and caring attitude, showing respect and understanding of others.
- Maintain a friendly community and trusting relationship between home and school so that we may work together for the good of the children.

The School’s Approach to Promoting Equality
The school seeks to ensure that no pupils, staff, parents, guardians or carers or any other person, through their contact, with the school receives less favourable treatment on any grounds which cannot be shown to be justified. This must include the protected characteristics identified within the Equality Act (2010) i.e. sex, race, disability, sexual orientation, religion or belief, gender reassignment, pregnancy or maternity.

The principles of this policy apply to all members of the school community; pupils, staff, SSB members, parents and local community members.

A Cohesive Community

- In order to achieve an understanding of a supportive school community we seek to:
- promote understanding and engagement between communities
- encourage all children and families to see themselves as full and active members of the school community, the wider community, the community of the UK and the global community.
- understand and respond to the needs and hopes of all our communities
- tackle discrimination
- increase life opportunities for all
- ensure learning, teaching and the curriculum explore and address issues of diversity

Roles and Responsibilities

SSB Members are responsible for:

- making sure the school complies with current equality legislation
- monitoring that this policy and its procedures are followed

The Executive Principal and Head of School are responsible for:

- making sure the policy is readily available and that the governors, staff, pupils and their parents/carers know about it, ensuring its procedures are followed
- producing regular information for staff and governors about the policy and how it is working and providing training for them on the policy, if necessary
- making sure all staff know their responsibilities and receive training and support in carrying these out
- taking appropriate action in cases of harassment and discrimination

All school staff are responsible for:

- modelling good practice supporting the school ethos and the Calm School Code, dealing with discriminatory incidents and being able to recognise and tackle bias and stereotyping
- promoting equality and avoiding discrimination against anyone
- keeping up to date with the law on discrimination and taking training and learning opportunities
- acting immediately if inequality is reported to them by a child

Pupils are responsible for:

- following the Calm School Code
- living by the school ethos
● contributing to maintaining a generally well-behaved, bullying-free school community by being proactive in reporting inequality when they find it
● contributing to the Behaviour and Anti-Bullying Policies
● developing school and class charters which promote the ethos of ‘respect and responsibility’

**Parents/Carers are responsible for:**
● the Parent/Teachers Association pay due regard to inclusive practice
● reading and contributing to school policies and supporting their implementation

**Visitors and contractors are responsible for:**
● knowing and following our equality policy

**Responsibility for overseeing equality practices in the school lies with the Executive Principal and Head of School. The SSB will monitor these through the Learning and Welfare Committee.**

**Responsibilities include:**
● the Head of School will coordinate, and the SSB will monitor and work on equality issues
● the Head of School will act on incidents of behaviour, racism and bullying and the SSB will monitor these incidents through logs and consequent actions for improvement
● monitoring the progress and attainment of potentially vulnerable groups of pupils.
● monitoring exclusions

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1 SEN, FSM, gender, ethnicity, disabled, Young Carers, Children Looked After in Care, home language, Children in Need, and other vulnerable groups as may be identified by the school