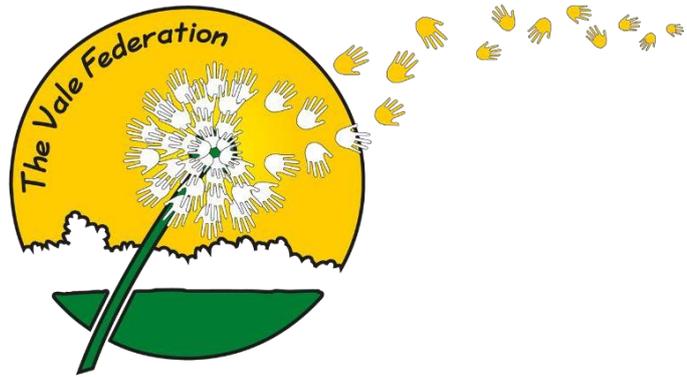


**Inspire - Enable - Achieve**



# **The Vale Federation Equality, Diversity and Inclusion Policy**

**(Buckinghamshire Council Model Policy)**

Date policy last reviewed: July 2025

Date policy to be reviewed: July 2029

## Contents:

1. Legal Framework.....	2
2. Our Federation ethos and values.....	4
3. Fulfilling our public sector equality duty.....	4
4. Responsibilities.....	6
5. Equality Objectives and Action Plan.....	7
6. Equality Impact Assessments.....	8
7. Breaches of this policy .....	8
Appendix 1: Glossary .....	9
Appendix 2: Equality Impact Assessment .....	11

# 1. Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- The Special Educational Needs and Disability Regulations 2014
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017
- Public Sector Equality Duty (PSED)
- The UK General Data Protection Regulation (GDPR)
- Data Protection Act 2018

This policy also has due regard for non-statutory guidance, including the following:

- DfE (2014) 'The Equality Act 2010 and schools

This policy operates in conjunction with the following Federation documents and policies:

- Equality Information and Objectives Statement
- Staff Equality, Equity, Diversity and Inclusion Policy
- Pupil Equality, Equity, Diversity and Inclusion Policy
- Admissions Policy
- Anti-Bullying Policy
- Anti-Harassment and Anti-Bullying Policy and Procedure
- Bucks Pay Employment Conditions
- Complaints Procedures Policy
- Conduct and Discipline Policy and Procedure
- Grievance Policy and Procedure
- Data Protection Policy
- Staff Code of Conduct

The Equality Act 2010 provides a modern, single legal framework with three broad duties:

- Eliminate discrimination harassment and victimisation
- Advance equality of opportunity
- Foster good relations

For the purpose of this policy, the Equality Act 2010 will be referred to as 'the Act'. The Federation fully understands the principles of the Act and the work needed to ensure that those with protected characteristics are not discriminated against and are given equal opportunities. Protected characteristics, under the Act, are as follows:

- Age
- Disability
- Race including colour, nationality, and ethnic or national origin

- Sex
- Gender reassignment
- Maternity and pregnancy
- Religion and belief
- Sexual orientation
- Marriage and civil partnership

**A glossary which defines these terms and additional terms related to equality, diversity and inclusion can be found in Appendix 1**

The Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil:

- In relation to admissions.
- In the way it provides education for pupils.
- In the way it provides pupils access to any benefit, facility or service.
- By excluding a pupil or subjecting them to any other detriment.

The responsible body for the Federation is the governing board or the LA.

The Federation's liability not to discriminate, harass or victimise does not end when a pupil has left the Federation, but will apply to subsequent actions connected to the previous relationship between Federation and pupil, such as the provision of references on former pupils or access to former pupils' communications and activities.

The Federation will promote equality of opportunity for all staff and job applicants and will work in line with the Staff Equality, Equity, Diversity and Inclusion Policy.

Our duties under the Equality Act also reflect international human rights standards as expressed in the UN Convention on the Rights of the Child, the UN Convention on the Rights of People with Disabilities and the Human Rights Act 1998.

The Education and Inspections Act 2006 requires us to promote community cohesion and at The Vale Federation we work towards a society in which there is a common vision and sense of belonging by all communities; a society in which the diversity of people's backgrounds and circumstances is appreciated and valued; a society in which similar life opportunities are available to all; and a society in which strong and positive relationships exist.

Our commitment to equality, diversity and inclusion is reflected in our Federation policies and procedures, especially those related to (but not limited to):

- |                 |                                   |
|-----------------|-----------------------------------|
| • accessibility | • recruitment                     |
| • behaviour     | • Relationships and Sex Education |
| • anti-bullying | • Special Educational Needs       |
| • uniform       | • home-school agreements          |

## **2. Our Federation ethos and values**

Through a multi-professional approach, we will create a high quality, inclusive, happy, and safe school environment where pupils with a range of learning difficulties are:

- Inspired to engage in learning
- Enabled to realise their greatest level of independence and emotional resilience
- Supported to recognise and celebrate their achievements now and in the future

Our school values are:

- **Determination**
- **Excellence**
- **Courage**
- **Trust**
- **Friendship**
- **Respect**
- **Equity**
- **Kindness**

## **3. Fulfilling our public sector equality duty**

### **How we eliminate discrimination, harassment and victimisation:**

The Vale Federation does not tolerate direct or indirect discrimination, harassment or victimisation of anyone within our school communities, and we are opposed to all forms of prejudice.

- The Federation has robust procedures for dealing with prejudice-related incidents and all staff receive training on these. All incidents are recorded, and this data is shared with the governing body and analysed so that any trends can be identified, and action plans put in place. Further information on these procedures can be found in the anti-bullying policy and positive behaviour policy.
- The Staff Code of Conduct, Anti-Harassment and Anti-Bullying Policy and Grievance Policy and Procedure outline the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by staff
- The Complaints Policy outlines the procedures for reporting and responding to incidents of discrimination, harassment and victimisation experienced by parents and carers and the wider school communities.

### **How we advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it:**

Treating people equally does not mean treating them all the same. We recognise that people have different needs, different experiences, different outlooks and face different barriers to achieving positive outcomes.

- We collect and monitor data broken down by different protected characteristics in order to identify inequalities and disparities within our student population in terms of:

- Progress and attainment
- Admissions
- Attendance
- Exclusions

and within our staff population in terms of:

- Recruitment, retention, training and promotion
- Capability, disciplinary and complaints

We employ appropriate interventions where necessary in order to address disparities. Please see our Equalities Objectives and Action Plan for further details.

- We consult widely with a range of groups and individuals to ensure that those who are affected by a policy or activity are consulted in the design of new policies, and in the review of existing ones.
- We assess all of our policies and procedures to ensure that no individuals or groups are disadvantaged and to identify opportunities for positive action.
- We make reasonable adjustments to ensure that the school environments and their activities are as accessible and as welcoming as possible to all, in some cases treating disabled people more favourably than non-disabled people where necessary. Please see our Accessibility Plan for further information.
- We ensure that students' work is differentiated appropriately, and that the curriculum is accessible to all students.
- We respect the religious beliefs and practice of staff and students and comply with reasonable requests relating to religious observance and practice.
- We take all reasonable steps to ensure the wellbeing and inclusion of transgender staff and students, including those who transition during their time at the schools

**How we foster good relations between persons who share a relevant protected characteristic and persons who do not share it:**

- We ensure that our curriculum offers opportunities to learn about people with a diverse range of identities.
- We teach our students to recognise and challenge stereotypes and prejudice and to value difference.
- We ensure that our resources challenge stereotypes and reflect the diversity of society.
- We take positive action to ensure that people with a range of different identities engage with our school communities for example guest speakers, arts groups, Federation governors, parent/carer helpers etc.
- Our behaviour policy includes a requirement to respect other people and their different identities.
- We take steps to ensure diversity in our student council, governing body and staff team
- We celebrate diversity at every opportunity and hold regular assemblies and events celebrating diversity throughout the year.

## 4. Responsibilities

**The governing body** is responsible for ensuring that:

- The Federation complies with all equalities legislation relevant to the school community, and that this policy and its related procedures and action plans are implemented
- The Federation meets its obligations under the Public Sector Equalities Duty
- The Federation provides equal opportunities for all staff
- A member of the governing body has a watching brief regarding the implementation of this policy
- The Federation and governors carry out equalities impact assessments on all other policies
- All available data is used to consider equalities issues and to ensure adjustments to Federation policies and practices are made, including positive action where necessary

**The Principal and senior management** are responsible for:

- Overseeing the implementation of the Equality Policy
- Ensuring that all who enter the schools are aware of, and comply with, the Equality, Diversity and Inclusion Policy
- Ensuring that staff are aware of their responsibilities and are given relevant training and support
- Taking appropriate action in any cases of discrimination, harassment, victimisation and bullying
- Regularly reviewing data related to prejudice-related incidents and taking necessary steps to reduce occurrences of incidents within the Federation

**All staff** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding and complying with the Equality, Diversity and Inclusion Policy
- Contributing to the action plan attached to the policy
- Making reasonable adjustments to ensure disabled students do not experience discrimination or exclusion
- Dealing with prejudice-related incidents, following the specific procedure
- Attending training sessions as necessary to carry out this policy and keep up to date with equalities legislation
- Challenging bias and stereotyping
- Promoting an inclusive and collaborative ethos

**All parents/carers** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the Federation and complying with the Federation's Equality, Diversity and Inclusion Policy
- Ensuring that they and the young people that they are responsible for meet the expectations set out in the home-school agreement

**All visitors** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying in their engagement with the school

- Complying with the Federation’s Equality, Diversity and Inclusion Policy

**All students** are responsible for:

- Refraining from engaging in behaviour that constitutes discrimination, harassment, victimisation or bullying
- Understanding the ethos of the Federation and complying with the Federation’s Equality, Diversity and Inclusion Policy
- Reporting prejudice-related incidents
- Understanding, valuing and celebrating diversity
- Challenging stereotypes and prejudices

## 5. Equality Objectives and Action Plan

In order to fulfil its Public Sector Equality Duty, the Federation collects equality information on pupils and staff.

Using this information, the Federation analyses the following in terms of protected characteristics:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Student admissions</li> <li>• Student attendance</li> <li>• Student performance/achievement</li> <li>• Student sanctions</li> <li>• Student rewards</li> </ul> | <ul style="list-style-type: none"> <li>• Staff recruitment, retention and promotion</li> <li>• Staff disciplinary and capability proceedings</li> <li>• Records of prejudice-related incidents</li> <li>• Complaints by parents and carers</li> </ul> |
|---|---|

The Federation also conducts surveys with staff, pupils and parents and carers to identify areas that they feel the Federation is doing well and areas for improvement.

This information is used to identify any discrepancies between people from different groups and to identify equality objectives. The Federation publishes this information on an annual basis in the summer term via staff and parent bulletins.

The Federation identifies any equality training needs within our staff through the appraisal and monitoring of quality of teaching processes. These needs will be addressed, and this may also inform our Equality Objectives.

Our equality objectives may also take into account national and local priorities and issues as appropriate. They are devised in consultation with Federation governors and are integrated into the schools’ improvement plans. We keep the objectives under review and report annually on our progress towards achieving them.

**Our current Equality Objectives and Action Plan:** <https://thevalefederation.com/policies/>

## **6. Equality Impact Assessments**

All Federation policies are regularly assessed for their impact on different groups of people with shared protected characteristics. This ensures that our policies, practices and decision-making processes are fair and do not discriminate against any particular groups. It also enables us to consider ways to proactively advance equality.

*A template for conducting equality impact assessments is attached as Appendix 2*

## **7. Breaches of this policy**

Breaches of this policy will be dealt with in the same way that breaches of other Federation policies are dealt with, as determined by the Principal and governing body. Please refer to the staff code of conduct, and conduct and discipline policy.

## Appendix 1: Glossary

Antisemitism	A certain perception of Jews, which may be expressed as hatred toward Jews.
Biphobia	Prejudice or negative attitudes, beliefs or views about bisexual people.
Cisgender	Someone whose gender identity is the same as the sex they were assigned at birth.
Disability	A physical or mental impairment, which has a substantial and long-term adverse effect on someone's ability to carry out typical day-to-day activities.
Discrimination	<p>This can be direct: When someone is treated less favourably than another person or other people because:</p> <ul style="list-style-type: none"> <li>• they have a particular protected characteristic</li> <li>• someone thinks they have that protected characteristic (discrimination by perception)</li> <li>• they are connected to someone with that protected characteristic (discrimination by association)</li> </ul> <p>Or indirect: There is a policy that applies in the same way for everybody but disadvantages a group of people who share a protected characteristic.</p>
Gender identity	Someone's internal sense of their own gender, whether man, woman or some other gender. This may or may not align with their assigned sex.
Gender reassignment	If someone is proposing to undergo, is undergoing or has undergone a process (or part of a process) to change sex and/or gender. This might involve medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.
Harassment	Unwanted conduct, related to a relevant protected characteristic, which violates a person's dignity and/or which creates an intimidating, hostile, degrading, humiliating or offensive environment for that person.
Homophobia	Prejudice or negative attitudes, beliefs or views about lesbian, or gay people.
Islamophobia	A type of racism that targets expressions of Muslimness or perceived Muslimness. Further information <a href="#">here</a> .
Prejudice-related incident	Any incident which is perceived to be prejudice-related by the victim or any other person.
Race and ethnicity	Includes skin colour, nationality and ethnic or national origins.
Racism	Prejudice or negative attitudes, beliefs or views about someone based on their skin colour, nationality, ethnic or national origin.
Reasonable adjustments	<p>Taking reasonable steps to remove disadvantages faced by disabled people by:</p> <ul style="list-style-type: none"> <li>• changing provisions, criteria or practices</li> <li>• changing or removing a physical feature or providing a reasonable alternative way to avoid that feature</li> <li>• providing auxiliary aids</li> </ul>
Religion or belief	<p>Religion is a formalised system of belief that aims to relate humanity to spirituality. Beliefs included are philosophical beliefs, which are considered to be similar to a religion.</p> <p>We include people who have no religion or a lack of belief.</p>
Sex	Whether someone is male, female or intersex.
Sexism	Prejudice or negative attitudes, beliefs or views about someone based on their sex.

Sexual orientation	Who someone is emotionally, mentally, and physically attracted to in relation to their sex/gender, this includes heterosexual, lesbian, gay, bisexual, pansexual and asexual.
Transgender	An umbrella term to describe people whose gender identity differs from what is typically associated with the sex they were assigned at birth.
Transphobia	Prejudice or negative attitudes, beliefs or views about transgender people including refusal to accept their gender identity
Victimisation	<p>Treating someone badly because they are:</p> <ul style="list-style-type: none"> <li>• making a claim or complaint of discrimination</li> <li>• helping someone else to make a claim by giving evidence or information</li> </ul> <p>Or because they intend to do so.</p>

## Appendix 2: Equality Impact Assessment

Name and/or brief description of policy/practice
What evidence/information has been used to help identify the likely impact on different groups of people?
Which relevant groups have we engaged/consulted with as part of our assessment?

Protected characteristic	Impact on this group			Explain and give examples of evidence
	Positive	Negative	Neither	
age				
disability				
gender reassignment				
marriage and civil partnership				
pregnancy and maternity				
race				
religion or belief				
sex				
sexual orientation				

Barriers/disadvantages/discrimination identified?	Yes (tick)	No (tick)
If "yes" how will the policy/practice be adapted/changed to eliminate this?		
Date completed	Review date	