



Inspiring Learners, Growing Together

Castlethorpe First School · North Crawley CE School · Sherington CE School · Stoke Goldington CE School
St Andrews CE Infant School · Newton Blossomville CE School

*The Village Schools Federation aspires to nurture and inspire every child to experience life in all its fullness.
Our schools are rooted in inclusive Christian values to enable all to flourish by building knowledge, confidence
and resilience for the future. We strive to be the best we can be.
“Whatever we do, we work at it with all our heart”
Colossians 3:23*

Equality Statement and Objectives Policy

1. Aims

The Village Schools Federation willingly and relentlessly work 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 schools.](#)

3. Roles and responsibilities

The VSF governing board 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 and parents, and that they are reviewed and updated at least once every four years
- Delegate responsibility for monitoring the achievement of the objectives to the Executive Headteacher

The Executive **Headteacher** will:

- Promote knowledge and understanding of the equality objectives amongst staff and pupils
- Monitor success in achieving the objectives and report back to governors
- Identify any staff training needs, and facilitate training as necessary

Implementation:

- We prepare learners for life in a diverse society where personal identity is valued and respected.

- We adhere to the Human Rights Act, Public Sector Duty (2011) and Equality Act of (2010) including upholding the characteristics that are protected by the Equality Act 2010 – age, disability, gender reassignment, marriage or civil partnership (in employment only), pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- Staff and learners feel respected and accepted within the Federation and each school.
- We offer equal opportunities for all learners and staff.
- We are equitable within our offer for all staff and learners.
- We tackle and eliminate any form of discrimination within our settings.
- All members of the VSF are protected from any form of bullying, intimidation, sexual harassment, discrimination and/or abusive behaviour.

4. Eliminating discrimination

All our schools have clear systems in place to ensure discrimination is not welcome in any parts of the organisation and in unlikely event this does not take place, clear systems in place to manage this.

In our schools we eliminate discrimination through our work with our learners throughout the whole school curriculum. It underpins the Behaviour Policy and ensures that discrimination is not tolerated.

Within our staff recruitment, we ensure that no applicant is treated differently.

5. Advancing Equality of opportunity

Within our schools, all learners are offered the same opportunities and inclusion is at the heart of what we do. This is particularly evident in our Teaching and Learning and SEND policy. We also ensure that all our staff development opportunities are fair based on merit and ability.

6. Engagement and Fostering Good Relations

The VSF understand the importance of positively working in partnership with families and communities. All our schools ensure their clear communication with the wider community and stakeholders and strong community links are promoted.

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. Bullying, discrimination and harassment

We must be aware and be vigilant to any form of bullying, discrimination and harassment of any nature. However, we need to particularly aware of the Human Rights Act 1998 and the Equality Act 2010 (including the Public Sector Equality Duty) and any form of behaviour occurring against these rights will not be tolerated under any circumstances. As highlighted within KCSIE 2024, being subjected to harassment, violence and or abuse, may breach children's rights as stated within the Human Rights Act.

The VSF will not tolerate any form of bullying, discrimination, or harassment and will ensure they are swiftly and fully investigated. We also believe in educating and supporting our school communities to help prevent the occurrence in the first place.

We are aware and must be vigilant for signs of sexual violence and harassment as we know that it is prevalent, and children often do not talk about this and can even accept it as 'norm'. We must ensure this is not the case in our schools.

Equality objectives

Objective 1:

For our staff and those in governance across the Village Schools Federation to value and reflect the diverse society inclusive of our local communities.

Objective 2:

To raise the attainment and quality of provision for all vulnerable pupils including those who are disadvantaged, SEND and those who are lower attaining, to enhance their life and educational opportunities.

Objective 3:

To safeguard and protect all children, swiftly identifying and effectively supporting them and their families, improving their life chances to be successful and achieve highly.

Objective 4:

To ensure procedures for recruitment, development and employee relations reflect the Village School's Federation vision, promoting equal opportunities and non-discriminatory practices.

9. Monitoring arrangements

The Governors and Executive Headteacher will update the equality information we publish annually.

This document will be reviewed by the Governors and headteacher at least every 4 years.

This document will be approved by the FGB

10. Links with other policies

This document links to the following policies:

- Accessibility plan
- Risk assessment
- Pupils with medical conditions policy
- Anti -Bullying Policy
- Behaviour Policy
- SEND Policy

Reviewed: April 2025
Approved by Governors: October 2025
Next review: April 2029