



Public Sector Equality Duty

What is the Public Sector Equality Duty (the PSED)?

The Public Sector Equality Duty requires public bodies to promote equality. The relevant protected characteristics are-

- age
- disability,
- gender reassignment
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

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](#).

THE EQUALITY ACT 2010

5.1 The general equality duty is contained in S149 of the Act and requires schools to have “due regard” to the need to:

– eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act;

→ advance equality of opportunity between people who share a protected characteristic and those who do not, and → foster good relations between people who share a protected characteristic and those who do not.

5.2 Guidance is attached at Appendix A which provides a brief overview of the provisions of the Act, information about the Protected Characteristics and information about the different types of discrimination and other forms of unlawful behaviour. It is provided as part of our commitment to eliminating all forms of conduct and behaviour deemed unlawful by the Act.

5.3 Information about how this school complies with its general duty and how we incorporate all three strands of the general duty into school life on a daily basis is detailed in Appendix B.

5.4 We will assess equality implications in relation to all new school policies, procedures and projects as part of our on-going duty to have due regard to our general duty. This will help to ensure the school is not unlawfully discriminating against certain individuals or groups with protected characteristics in line with our commitment to equality, diversity and inclusion and in line with the Key Principles in section 3.3 of this policy.

5.5 The Governing Body, the Headteacher and SLT (as appropriate) will keep written records of all relevant decisions and actions where equality issues have arisen. This will help us to show that equality implications have been considered and that the school's equality duties have been actively considered before, and at the time decisions have been made.

6. EQUALITY OBJECTIVES

6.1 The school's current equality objectives are set out in Appendix C. Our objectives are specific, measurable and achievable. They relate to people with protected characteristics and cross reference the three strands of the general duty. They represent our school's priorities.

6.2 The school's objectives are the outcome of a careful review and analysis of our school data and other information. We have chosen a combination of targets.

6.3 We have detailed the reasons why we have chosen each objective and the relevance to the school's general equality duty. The overall aim is that the school achieves or makes significant progress towards each specific objective within a specified timeframe

6.4 The Headteacher will report to the Governing Body in relation to the progress we have made towards achieving our objectives. The Governing Body will ensure the school's equality objectives are reviewed annually and that they are updated at least every four years.

The school's current Equality Objectives are:-

A. To ensure there is no disadvantage in the school community for pupils with physical disabilities

B. To ensure there is no disadvantage in the school community for pupils with English as an additional language

C. To ensure that there is no disadvantage to employees who hold a protected characteristic