PUBLIC SECTOR EQUALITY DUTY (PSED) Policy

Approved by:	**Sustainability Committee**
Date:	**October 2026**
Next review due by:	**October 2027**

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1.0 WHAT IS THE PUBLIC SECTOR EQUALITY DUTY?

The single Public Sector Equality Duty (PSED) came into effect in April 2011 as a result of the **Equality Act 2010**. It requires public bodies to promote equality and replaced three pre-existing duties relating to disability, race and gender equality.

The PSED applies to all maintained and independent schools, including academies, and maintained and non-maintained special schools.

1.1 Protected Characteristics

The Department for Education (DfE) has published **non-statutory advice** that sets out schools' obligations under the PSED.

Paragraph 5.1 explains that the PSED extends to the following protected characteristics: race, disability, sex, age, religion or belief, sexual orientation, pregnancy and maternity, gender reassignment.

1.2 Three Main Elements

Paragraph 5.1 of the document explains that the PSED has three main elements. In carrying out their functions, public bodies are required to have 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; and
- Foster good relations across all characteristics, and between people who share a protected characteristic and people who do not share it.

2.0 DUE REGARD

Paragraph 5.4 of the DfE's advice says that ‘due regard’ has been defined in case law and means giving "relevant and proportionate consideration to the duty". For schools, this means:

- Decision makers must be aware of the duty to have due regard when making a decision or taking an action, and must assess whether it may have implications for people with particular protected characteristics

- Schools should consider equality implications before and at the time that they develop policy and take decisions, not as an afterthought, and they need to keep them under review on a continuing basis

- The PSED has to be integrated into the carrying out of the school's functions, and the analysis necessary to comply with the duty has to be carried out seriously, rigorously and with an open mind.

3.0 SPECIFIC DUTIES:

The PSED introduces secondary legislation in the form of specific duties. The duties require schools to publish information to demonstrate how they are complying with the PSED. This information must include, in particular, information relating to people who share a protected characteristic. Schools are also required to prepare and publish equality objectives

Schools are required to update this published information at least annually and to publish objectives at least once every 4 years.

4.0 WHAT DOES ST LEONARD'S CE PRIMARY SCHOOL DO TO ELIMINATE DISCRIMINATION?

We have set a clear vision and values which expect all our staff to act in a nondiscriminating manner and be mindful to avoid actions that will be deemed as such to the public and our wider community.

We have up-to-date and ratified policies which set out a clear message that discrimination is not tolerated: staff code of conduct, behaviour, anti-bullying, safeguarding and child protection. Please also refer to the school's Equality Policy, which includes our equality aims and objectives.

We understand that it is unlawful to fail to make reasonable adjustments to overcome barriers to using services caused by disability.

The governing body and school leaders involved in recruitment will avoid unlawful discrimination in all aspects of employment including recruitment, promotion, opportunities for training, pay and benefits, discipline and selection for redundancy.

Through a structured PSHE curriculum offer, assemblies, workshops and visits, equalities will be discussed with and taught to the children, exemplifying the British Values and school values that we believe in.

5.0 RELATED POLICIES:

- Accessibility Policy and Plan
- English as an Additional Language (EAL) Policy

- Equality Policy
- Special Educational Needs and Disabilities (SEND) Policy

6.0 REVIEW:

The above information will be reviewed annually by the Head Teacher and relevant Governor committee.