

Public Sector Equality Duty for Schools – Summary Sheet

The Equality Act (2010) introduced the Public Sector Equality Duty (PSED) which imposes certain duties on public sector organisations (including schools). This Section outlines the details of these requirements. It explains what you are required to do to comply with the law and gives suggestions on how to meet these requirements in a way which will support the work of the school rather than making extra work.

The Public Sector Equality Duty (PSED) comprises a **general duty** and **specific duties**. These are outlined below.

General Duty

The PSED General duty has three main elements (sometimes called the three 'arms'). In carrying out their functions, public bodies (including schools) are required to have 'due regard' to the need to:

1. Eliminate discrimination, harassment and other conduct that is prohibited by the Act,
2. Advance equality of opportunity between people who share a protected characteristic and people who do not share it,
3. Foster good relations across all characteristics - between people who share a protected characteristic and people who do not share it.

'Due regard' has been defined in case law and means that consideration of these three elements must be embedded in the work of the school and whenever a major decision is taken or a new policy is developed schools need to consider the implications for equality. These considerations must be based on a serious analysis of equality factors and should not be a tick box exercise. They need to be considered at the time and not as an afterthought.

Specific duties

There are two specific duties that schools must comply with

1. to publish information to demonstrate how they are complying with the Public Sector Equality Duty, and
2. to prepare and publish equality objectives.

Schools need to update the published information at least annually and to publish objectives at least once every four years.

For more detailed guidance on the school's equality duty, please refer to the Equality Toolkit.



As part of meeting their Equality Duty, schools are required to:	Further details:	Is this in place? Yes or no? Evidence
Have due regard for equalities by considering equalities and the impact on different groups in any decision making in school	As decisions are made and not as an after-thought	Equality Impact Assessment Meeting minutes
Publish 1 or more SMART equality objective every 4 years		Website
Publish specific information on how the school is meeting its public sector equality duty and update this annually	This is comprised of specific actions the schools is taking, information on school demographics (eg boys, girls, ethnic groups, religious groups, disability/SEND) and information on differing academic outcomes for these different groups	Website
Publish and maintain an accessibility plan for disabled pupils		Website
Make reasonable adjustments for disabled people		
For schools with over 150 staff members – publish information on the demographics of the school workforce		

NB When publishing information about the make-up of your school community (pupils or pupils and staff) be mindful that if the numbers for some protected characteristics are very small, you may have to generalise so that individuals cannot be identified.