



PUBLIC SECTOR EQUALITY DUTY (PSED)

Leamore Primary School is committed to complying with the public sector equality duty

The [Public sector equality duty](#) came in to force in April 2011 (s.149 of the Equality Act 2010) and public authorities like Leamore Primary School are now required, in carrying out their functions, to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to adhere to the aims of the duty:

- eliminate unlawful discrimination, harassment, victimisation and any other unlawful conduct prohibited by the act
- advance equality of opportunity between people who share and people who do not share a relevant protected characteristic
- foster good relations between people who share and people who do not share a relevant protected characteristic

Leamore Primary School exercises their functions, to properly consider the three aims identified in the act. The school is committed to promoting equality of opportunity, eliminating discrimination and harassment, valuing diversity and promoting positive relationships. Our education is inclusive which enables all pupils to develop their full potential meeting the needs of the Equality Act 2010.

The relevant protected characteristics are:

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

“Fostering good relations” means having regard to the need to deal with prejudice and support understanding. For example, some decisions have the power to bring divided groups together and to support their mutual understanding. Other decisions may inadvertently cause people with one protected characteristic to blame people with another for a social problem”.

When assessing the equality impacts of a decision, we consider the positive and negative impacts, not just the negative. For example, policies designed to support integration and community

cohesion may have a positive impact across the school, even if not targeted at any one group in particular.

“Eliminating unlawful conduct prohibited by the act” means eliminating discrimination, harassment, victimisation, failure to make reasonable adjustments and any other conduct that is prohibited by or under the act.

“Advancing equality of opportunity” means having due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by people due to their relevant protected characteristics
- take steps to meet the different needs of people who share a relevant protected characteristic
- encourage participation in public life or any other activity by underrepresented groups
- take steps to meet the different needs of disabled persons

Considering people’s different needs and taking steps to meet those needs can be relevant to avoiding indirect discrimination. There are specific provisions in the act about making reasonable adjustments for people with disabilities. You can read guidance on the [duty to make reasonable adjustments for staff \(PDF\)](#).

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The duty to have “due regard” to equality considerations means that whenever significant decisions are being made or policies developed, thought must be given to the equality implications.

The school will:

- Be aware of the duty to have due regard when making decisions or taking action and will assess whether it may have implications for people with particular protected characteristics.
- Consider equality implications before and at the time that they develop policies and take decisions to keep them under review on a continuing basis.
- Provide development opportunities for all staff
- Ensure that all staff work together with a shared sense of purpose to meet the needs of every pupil in school
- Ensure any failure to comply with the schools ‘PSED’ is dealt with be fully investigated according to the relevant procedure.
- Provide for all pupils irrespective of their ability, ethnic origin, and needs.
- Effectively support children to enable all children to make progress, including those in vulnerable groups.
- Encourage equality for all pupils preparing them for life outside the school
- Encourage parents to be involved with their child’s education

Equality of Admissions and Exclusions

Walsall Local Authority deal with our admissions arrangements. The arrangements are dealt with in a transparent and fair way. We do not discriminate on the grounds of religion, belief, disability, race, gender, or economic background.