



## Public Sector Equality Duty Policy

This PSED has replaced the school's previous policies promoting disability, race and gender equality. Appletree Nursery School is subject to the need to have 'due regard' to these three elements. Having 'due regard' means giving relevant and proportionate consideration to the duty.

For schools this means:

Decision makers in schools must be aware of the duty to have "due regard" when deciding or taking an action and must assess whether it may have particular 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 – it is not just a question of ticking boxes or following a particular process.

Schools can't delegate responsibility for carrying out the duty to anyone else.

### **Having "due regard"**

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 significance of those implications – and the amount of thought that needs to be devoted to them – will vary depending on the nature of the decision. For example, deciding when and where to have a school trip may raise a range of considerations, Appletree Nursery School will consider if there is accessibility for disabled pupils; does the date cut across any religious holidays and so exclude some pupils, and so on.

It is good practice for schools to keep a note of any equality consideration, although this does not necessarily need to take the form of a formal equality analysis. Publishing it will help to demonstrate that the due regard duty is being fulfilled.

If a school does not record its consideration of the general equality duty when planning or carrying out a particular function, this does not automatically mean that the duty to have 'due regard' has not been met. However, if challenged, it will be easier for a school to demonstrate that the duty has been met if a record has been made at the time. The duty only needs to be implemented in a light-touch way, proportionate to the issue being considered.

The Government has also introduced specific duties, which are intended to help public authorities to meet their obligations under the PSED. The PSED is set out on the face of the Act, while the specific duties are set out in secondary legislation (the Equality Act 2010 (Specific Duties) Regulations 2011).

Appletree Nursery School's equality objectives 2020 are:

- to anticipate the needs of incoming pupils particularly those from the most vulnerable households
- to raise attainment in English for boys and for children from EAL families
- to narrow the gap in performance of the most vulnerable children including those with disabilities and additional needs
- to provide an inclusive curriculum and school environment that is non-stereotypical towards gender, race and disability