



## Compliance with the Public Sector Equality Duty at ASAT 21-22

Under the Public Sector Equality Duty, we of St. Andrew's Primary School and All Saints Academy Trust will have 'due regard', when making decisions and developing policies, to the need to:

1. eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Equality Act 2010;
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 protected characteristics – between people who share a protected characteristic and people who do not share it.

## What does having due regard mean at St. Andrew's?

- We must assess whether any decision it makes, or action it takes, may have implications for people with particular protected characteristics;
- Such equality implications should not be an afterthought. They should be considered before and at the time a policy is developed or decision taken;
- Each strand of the duty should be considered consciously and separately (eliminating discrimination is different to advancing equality); •
- The risk and extent of any adverse impact that might result from a policy or decision should be assessed and consideration given to the ways in which that risk may be eliminated before the adoption of a proposed policy;
- This is not just a box-ticking exercise. The equality duty is integrated into all of the work of our school – for example in how we plan the class novels we use, the content of Worship, the historical figures and events selected to examine, the PSHE and RSE curriculum design to comply with the duty, we should conduct the necessary analysis robustly and with an open mind, it will be

considered as part of our decision making as a matter of course and influence both policy and practice.

### What are the protected characteristics?

- age
- disability
- pregnancy and maternity
- religion or belief
- ethnicity and race
- sex
- sexual orientation
- gender reassignment
- marriage and civil partnerships (only for the first aim of the duty)