



Public Sector Equality Duty

St John the Baptist Catholic School is committed to ensuring that it meets its specific duties in relation to current equality legislation. Under the Public Sector Equality Duty (PSED) we are required to publish information about how the school addresses equality issues. The Equality Act 2010 replaced all existing equality legislation and states that the following protected characteristics must be considered when making decisions or formulating policy.

Protected Characteristics are:

- Disability
- Sex (gender)
- Race (ethnicity)
- Pregnancy and Maternity
- Religion and Belief
- Sexual Orientation
- Gender Reassignment
- Age (only in role of employer, not in relation to pupils)

The information we publish will have ‘due regard’ and be linked to the three main elements of the Public Sector Equality Duty.

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

Due regard is defined as giving relevant and proportionate consideration to the duty which in schools means that:

- 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 of developing policy and take decisions, not as an afterthought. These must be kept under review of a continuing basis
- The PSED must 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 cannot delegate responsibility to any other agency for carrying out this duty

The school's specific duties will be to:

- Publish information annually to demonstrate how we are complying with the duty
- Prepare and publish Equality Objectives. These will be linked to our School Improvement Plan, School Policies and our school's Self Evaluation process. Copies of relevant policies are available on the school website

This guidance was agreed by the Governing Body January 2024

This guidance is to be read in conjunction with all other relevant school policies