



Charles Darwin Community Primary School is committed to ensuring equal opportunities for all.

The Public Sector Equality Duty (PSED), part of the Equality Act, came into force in April 2011. It requires organisations to eliminate unlawful discrimination, advance equality of opportunity, and foster good relations.

The duty has a key role to play in making sure that fairness is at the heart of public bodies' work and that public services meet the needs of different groups. It covers a range of public bodies, including schools. The duty standardises previous requirements and also extends them to cover age, marriage and civil partnership, religion or belief, sexual orientation, pregnancy and maternity and gender reassignment.

Section 149(1) of the Equality Act 2010 puts various requirements on schools when exercising their functions. The general duty requires schools to have due regard to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having "due regard" means consciously thinking about the three aims of the PSED as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by schools, such as:

- how they act as employers
- how they develop, evaluate and review policy

- how they design, deliver and evaluate services
- how they commission and procure from others.

Charles Darwin Community Primary School is committed to adopting the aims of the PSED. The school will consult all stakeholders when making major policy decisions or significant changes to the learning environment. The views of those sharing a protected characteristic will be considered, particularly where the change has the potential to impact upon them specifically. Comments may be collected through individual conversations, parents' and carers' meetings, staff meetings, website surveys or pupil voice.