

The Public Sector Equality Duty creates a legal duty under the Equality Act 2017 on specific public authorities to prevent discrimination, harassment or victimisation by considering the effect of their policies or decisions on people who are protected by the Act. This is in addition to their duty not to discriminate against you.

The duty aims to make sure public authorities think about things like discrimination and the needs of people who are disadvantaged or suffer inequality when they make decisions about how they provide their services and implement policies.

The public authorities subject to this duty includes:

- Government Departments
- Statutory Boards, such as Manx Utilities Authority and Isle of Man Post Office
- Local Authorities
- Chief Constable
- Manx Museum and National Trust
- Public Service Commission
- Attorney General's Chambers and
- General Registry

A person who is not a public authority but carries out a public function is also subject to the duty, so this includes those organisations who undertake government contracts, for example building contractors undertaking work on behalf of the Government. It also applies to any person exercising public functions

The PSED applies in respect of all the protected characteristics, except that the duties to advance equality and foster good relations do not apply to marriage or civil partnership. Otherwise, it applies to all of the protected characteristics, including age, and so will promote and protect children's rights whatever their characteristics.

When making decisions and exercising its functions, a public authority must have **due regard** to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who don't and
- Foster good relations between people who share a protected characteristic and those who don't

Having due regard means public authorities must consciously consider or think about the need to do these three things in the duty. If a public authority hasn't properly considered its public sector equality duty, you can challenge that decision in the High Court with a petition of doloance. Applying the duty must be done using robust evidence, such as data and/or consultation.

An effective method of demonstrating compliance with the duty is to undertake an Equality Impact Assessment (EIA) to assess how policies and decisions of a public authority are likely to affect, or have affected people with different protected characteristics, looking for ways to promote equality and to remove negative aspects or institutional discrimination.

These policies feature within our Standards and Systems Framework 2024. We have undertaken an initial screening of these policies:

Policy Area	Protected Characteristic	Impact Assessment	Recommendations	
Mobile and Personal Devices	Age	Neutral impact; all children subject to same rules	-	
	Disability	Consider adjustments for disability-related needs	Provisions for health, disability, or religious reasons	
	Race, Religion or Belief	Ensure no interference with religious practices	-	
Teaching and Learning	Age	Ensure appropriateness for age group	-	
	Disability	Accessible opportunities and materials	Regular training on inclusive teaching, review materials	
	Race, Religion or Belief	Materials and content reflect diverse cultures	-	
The Learning Environment	Age	Appropriate for all ages	-	
	Disability	Ensure accessibility for all pupils	Regular audits for accessibility	
	Race, Religion or Belief	Reflect a variety of cultures, promote inclusion	-	
“Must Have” Policy Statements	All Characteristics	Ensure respect for diversity and equality	Review policies to cater to all characteristics	
	Health and Safety	Accessible to all considering disabilities/ language	-	
	Charging for Trips	Avoid discrimination against lower socioeconomic status	-	

Behaviour and Anti-Bullying	Age	Ensure appropriate expectations and consequences	-	
	Disability	Adjustments for disability-related behaviours	Training for staff, clear reporting procedures	
	Race, Religion or Belief	Protect against bullying due to differences	Promote understanding and respect for different backgrounds	
	Sex	Support equally for boys and girls	Address gender-specific issues	
	Sexual Orientation	Protect pupils from bullying based on orientation	-	
Homework Policies	Age	Ensure age-appropriateness	-	
	Disability	Accessibility and reasonable adjustments	Review tasks for inclusivity, support systems	
Inclusion Policies	Age	Age-appropriate practices and interventions	-	
	Disability	Attention to SEN, SEBD, and medical needs	Training on inclusion, accommodate emerging needs	
	Race, Religion or Belief	Support for diverse backgrounds and EAL pupils	-	
Safe Medication & First Aid	Age	Age-appropriate medical and first aid care	-	
	Disability	Guidelines for children with medical needs	Training for all staff on medical diversity, cultural competence	
GDPR, Equality, and Accessibility	All Protected Characteristics	Ensures fair treatment and access	Monitoring, staff training, community engagement	

Parental Partnership	General	Impacts all families	Diverse communication methods, feedback mechanisms	
SRE Policy	Specific Characteristics	Inclusive of diverse structures and identities	Inclusive curriculum, teacher training, opt-out information	
Marking and Feedback	Disability	Ensure feedback methods are accessible	Implement a variety of feedback methods, constructive feedback	

General Recommendations for All Policies:

- Conduct regular reviews to ensure policies continue to meet evolving needs.
- Provide ongoing training for staff on principles of equality, diversity, and inclusion.
- Engage with the school community for active feedback and adjustments.
- Ensure accessibility and clarity in all policy documents and communications.
- Establish monitoring mechanisms to evaluate the impact of policies on all groups, adjusting as necessary.

Laxey School has an Equality and Accessibility Policy Statement within its Standards and Systems Framework to underscore its compliance with and regard to the Equality Act 2017.

Laxey School commits to receive challenge on its policies from those with protected characteristics and will adapt and update policies in light of new and emerging information and feedback.

Laxey School will review, update and republish the Standards and Systems Framework in January of each year. An EIA screening will be reapplied as part of this review schedule.



Max Kelly, Executive Headteacher

15/12/2023

Date