

Hightown Junior Infant and Nursery School

At Hightown we work together as a school community with pride, respect, rigour and fairness. We celebrate effort, respond enthusiastically to challenges and create positive opportunities that enable everyone to achieve in every way.

Public Sector Equality Duty Policy		
Policy date:	September 2025	
Approved by & date	Full Governing Body	December 2025
Link school staff:	Russell Ingleby	
Link governor:	Julie Bowdidge	
Next review date	September 2026	

Hightown JIN School

Public Sector Equality Duty (PSED) Policy

1. Introduction

Hightown JIN School is committed to promoting equality, diversity, and inclusion as fundamental principles that underpin our school community. In line with the Equality Act 2010 and the Public Sector Equality Duty (PSED), we aim to eliminate discrimination, advance equality of opportunity, and foster good relations across all protected characteristics.

2. Legal Framework

This policy is informed by the Equality Act 2010, which requires public bodies, including maintained schools, to have due regard to the need to:

- Eliminate discrimination and prohibited conduct.
- Advance equality of opportunity between those who share a protected characteristic and those who do not.
- Foster good relations across all protected characteristics.

3. Scope

This policy applies to all pupils, staff, governors, parents, carers, and visitors within the Hightown JIN School community.

4. Our Commitment

At Hightown JIN School, we:

- Work together with pride, respect, rigour, and fairness.
- Celebrate effort and respond enthusiastically to challenges.
- Create positive opportunities to enable everyone to achieve in every way.
- Ensure that equality considerations are embedded in all our policies, procedures, and decision-making processes.

5. Due Regard and Decision-Making

- All significant decisions and policies will be assessed for their potential impact on equality.
- Equality implications will be considered before and during policy development and decision-making, not as an afterthought.
- Records will be kept to demonstrate that due regard has been given to equality considerations.

6. Engagement and Consultation

- We will actively engage with pupils, parents, staff, and relevant community groups to inform our approach to equality.
- Input from stakeholders with special knowledge, such as disability equality groups, will be sought to enhance our understanding and actions.

7. Equality Objectives

- Hightown JIN School will set specific, measurable, achievable, relevant, and time-bound (SMART) equality objectives that reflect our school's context and needs.
- These objectives will be reviewed and updated at least every four years.
- Progress towards these objectives will be monitored and published annually.

8. Publication and Transparency

- Equality information, including our objectives and progress, will be published on the school website in an accessible format.
- This transparency ensures our school community can see how we are advancing equality.

9. Roles and Responsibilities

- The Headteacher and senior leadership team will ensure the policy is implemented effectively.
- All staff will promote equality and challenge discrimination.
- Governors will oversee compliance with the PSED and review progress on equality objectives.

10. Monitoring and Review

- The school will monitor equality data related to pupil achievement, behaviour, attendance, and staff recruitment to identify and address any disparities.

This policy will be reviewed every three years or sooner if required by changes in legislation or school circumstances.