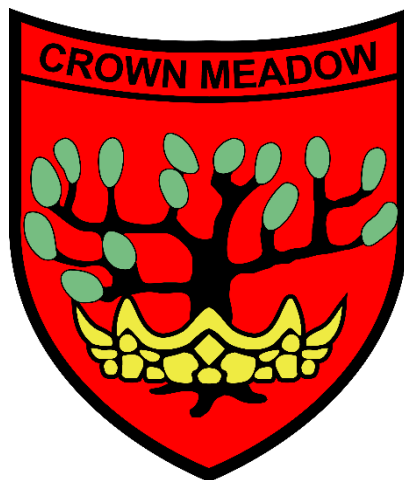


Crown Meadow First School and Nursery



Public Sector Equality Duty (PSED) Compliance Policy January 2026

This policy is reviewed at least annually by the governing body and SLT and was

Last reviewed on Date: January 2026

Next Review Date: January 2027

Print Name: **Signature:** (Chair of Governors)

Print Name: **Signature:** (Headteacher)

1. Purpose

This policy sets out how Crown Meadow First School complies with its duties under **section 149 of the Equality Act 2010**, known as the Public Sector Equality Duty (PSED).

2. Legal Framework

Under the Equality Act 2010, the Crown Meadow has a **statutory duty** to 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 do not;
- Foster good relations between people who share a protected characteristic and those who do not.

3. Protected Characteristics

We recognise the following protected characteristics as defined by the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race (including ethnicity and nationality)
- Religion or belief
- Sex
- Sexual orientation
(Marriage and civil partnership are included for employment-related matters only.)

4. Scope

This policy applies to:

- Children
- Staff
- Governors
- Parents, carers and visitors
- Contractors and service providers

5. Crown Meadow Meets the Duty by:

- Embedding equality considerations into decision-making, policies and practices;
- Removing or minimising disadvantages experienced by individuals with protected characteristics;

- Taking proportionate steps to meet the different needs of pupils and staff, including reasonable adjustments for disabled individuals;
- Encouraging participation where participation is disproportionately low;
- Promoting respect, inclusion and positive relationships across the school community.

6. Equality Objectives

Crown Meadow sets and publishes **specific, measurable equality objectives** at least every four years, based on analysis of relevant data and consultation where appropriate.

7. Monitoring and Review

- Equality impacts are considered when developing and reviewing policies and practices.
- Relevant data (such as attainment, behaviour, attendance and staffing) is monitored to identify potential inequality.
- This policy is reviewed regularly and updated to reflect legal or operational changes.

8. Responsibilities

- The Governing Body is responsible for ensuring compliance with the PSED.
- The Headteacher is responsible for implementation and day-to-day practice.
- All staff are responsible for upholding the principles of equality and inclusion.

9. Publication

This policy and Crown Meadow's equality objectives are published in accordance with statutory requirements.