

Public Sector Equality Duty (PSED)

See also webpage <https://www.maths.ox.ac.uk/members/policies/public-sector-equality-duty>

Aim: to ensure that public bodies always consider the needs of all individuals.


Protected characteristics:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race – this includes ethnic or national origins. Colour or nationality
- Religion or belief – this includes lack of belief
- Sex
- Sexual orientation
- Marriage and civil partnership - for first point overleaf only

Public bodies are required to have due regard* to the need to:

- **eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited under the equality legislation;
- **advance equality of opportunity** between people who share a protected characteristic and people who do not share it;
- **foster good relations** between people who share a protected characteristic and people who do not share it.

*due regard = *consciously think about these three aims as part of the decision-making process*

Do you need more information/data to make a decision?  Contact [Laura Jones](#)

Record in the minutes how you have considered these aims, and any relevant data, in reaching the decision.