



## Public Sector Equality Duty (PSED)

The Public Sector Equality Duty aims to eliminate discrimination, advance equality of opportunity and foster good relations between people. This applies to the public sector and to others carrying out public functions. The PSED requires East Midlands Ambulance Service to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010;
- advance equality of opportunity between people who share a protected characteristic and people who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

### What is meant by due regard?

Having *due regard* means consciously thinking about the three aims of the Equality Duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies – such as in how they act as employers; how they develop, evaluate and review policy; how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to **advance equality of opportunity** involves considering the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics
- Meet the needs of people with protected characteristics
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

**Fostering good relations** involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.



The PSED Applies to all nine areas of discrimination listed in the Equality Act 2010, known as protected characteristics, meaning that as an NHS trust we need to consider:

- Age
- Disability
- Gender reassignment
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation
- Marriage and civil partnership

### **Specific duties**

As well as the three general duties, as mentioned above, the PSED also includes two specific duties. These specific duties are:

- Public bodies must publish relevant, proportionate information showing compliance with the Equality Duty, at least annually, and
- set equality objectives, at least every four years

In summary, the Public Sector Equality Duty ensures that we consider the needs of all individuals in their day to day work, in shaping policy and in delivering service.