



PSED/EQUALITY NOTE

AUTUMN TERM, 2025

For use by schools and MATs to evidence compliance with the Public Sector Equality Duty (Equality Act 2010) and DfE AI guidance (12 Aug 2025).

Purpose

To ensure that AI adoption supports equality of opportunity, fosters inclusion, and reduces (rather than widens) the digital divide. This note provides leaders with prompts to review and record decisions in line with statutory PSED duties.

Key Principles

Under the Equality Act 2010, schools and trusts must have due regard to:

- Eliminating discrimination, harassment and victimisation.
- Advancing equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good relations across the whole school community.

AI implementation must be reviewed through this lens.

Checklist for Leaders

A. Access & Equity

- Have you considered whether all pupils have equal access to AI-enabled learning (devices, connectivity, supervised use)?
- Does your Digital Equity Audit evidence actions to bridge any gaps?

B. Bias & Fairness

- Have you reviewed the risk of bias in AI outputs (gender, race, SEND, socio-economic background)?
- Do staff know how to challenge biased or harmful content in lessons?

C. Inclusion in Curriculum

- Are AI tools being used to support SEND, EAL and disadvantaged learners (e.g., adapting resources, translations, accessibility)?
- Is pupil voice included in how AI is introduced, especially for under-represented groups?

D. Oversight & Reporting

- Has the governing body reviewed AI adoption through an equality impact lens?
- Is AI use referenced in your annual PSED statement and equality objectives?

Notes for Leaders

- *The DfE 12 Aug update emphasises digital equity and the need for AI to benefit all learners.*
- *This note should be used alongside your Digital Equity Audit and AI Policy.*
- *Inspectors may ask how AI supports disadvantaged pupils and whether risks of bias are being managed.*