

Equal Opportunities Policy Statement

1. Introduction

- 1.1. The Equality Act 2010 consolidates and replaces all existing discrimination legislation. Discrimination on the grounds of sex, race, colour, ethnic origin or nationality, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy, maternity and marital status are all covered by the Equality Act.

2. Policy Statement

- 2.1. Reed's asserts that all those within its community are of equal value and in both its internal and external dealings does not discriminate between individuals on any grounds other than ability for a particular place or position.
- 2.2. It is the positive responsibility of all members of the community to encourage, cultivate and nurture an atmosphere and ethos free from discrimination on grounds of colour, race, ethnic origin or nationality, religion or belief, age, sex, sexual orientation, gender reassignment, pregnancy, maternity, marital status or disability. Behaviour which could be construed as offensive to such groups is not tolerated.
- 2.3. This embraces not only physical or verbal prejudice but bringing propaganda into school or wearing badges or insignia designed to create cultural or racial tension.
- 2.4. It is for the member of staff witnessing such behaviour or to whom it is reported, to deal with it directly, by explaining why it is unacceptable and appealing to reason and good sense.
- 2.5. The offender will be disciplined appropriately and the incident will be recorded. Failure to respond to an initial admonition will be formally recorded and reported to the staff with pastoral responsibility for the pupil concerned and to the Headmaster.
- 2.6. Members of staff and prefects are to set an appropriate example by their own conduct and must never by language, gesture or philosophy, indicate prejudice. Such behaviour could constitute grounds for disciplinary action.
- 2.7. Reed's School will make appropriate provision or exemption, where feasible, for pupils with disabilities, special dietary, dress or religious observance requirements or needs because of religious or cultural backgrounds. This will include all aspects of School life, including examinations.

Compiled by: Deputy Head (Pastoral)	Revision Number: 7 (Summer Term 2018)
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