



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, socio-economic background, disability, religion or belief, sexual orientation, gender reassignment, age, pregnancy and maternity, and marriage and civil partnership 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. Behaviour which could be construed as discriminatory or offensive to such groups as outlined above is not tolerated.
- 2.3. This policy embraces not only physical or verbal prejudice but bringing propaganda into school or wearing badges or insignia.
- 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 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 due to religious or cultural observance. This will include all aspects of School life, including examinations. The same will apply for those with disabilities, special dietary needs or any of the protected characteristics as outlined above.
- 2.8. The School's Equality Forum provides an opportunity for pupils to engage with staff and the wider community to promote equality. The School is, quite rightly, proud of its inclusive nature, values and ethos.

Compiled by: Deputy Head (Pastoral)	Revision Number: 9 (Summer Term 2020)
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