



## **Exeter Steiner School *Equal opportunities policy***

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### **Practice and procedure**

Our school is committed to making Steiner Waldorf education available to all who choose it regardless of religious or cultural beliefs, ability or social and financial background, and that each child and adult is valued as an individual without racial or gender stereotyping.

At our school, we want the children to grow up knowing that all people are of equal worth whatever their racial origin, culture, religion, language or ability; we want the children to respect and value the difference between people and to celebrate the richness that there is in diversity. Together in our community we look to find ways of celebrating our common humanity, of finding unity in our diversity.

We prepare our children for society by helping them develop empathy. Our curriculum aims to create the conditions for this, for true and genuine interest in the other. If the teachers can cultivate this feeling of respect for and interest in one another, the children in our care will learn by our example. We are fully committed to the active promotion of equality of opportunity for all children and families in the school. We want our school to be a real part of our community.

### **Advertising the school**

We will ensure that everyone in the community has access to information about us. Information posters, events and open days will be displayed locally.

### **Admissions**

Our school is open to every family in the community. The individual needs of each child and family wishing to join us will be considered. There is an admissions procedure available, which is also sent out with each application.

We are open to children with special needs and the special educational needs co-ordinator (SENCO) is available to speak with all interested prospective families.

### **Parents' role in the school**

We will encourage the involvement of parents/carers by making them welcome and by respecting the differences in families, their language and culture and by encouraging them to contribute in any way they can.

Any information, written or spoken, will be communicated as clearly as possible. All parents/carers and staff will be encouraged to understand the

effects of stereotyping and discrimination, and any discriminatory remarks will be challenged.

### **Children in our community**

The school will ensure that all children are respected and their individuality and potential recognised, valued and nurtured. The needs of children in the community, including special needs, will be provided for.

The children will be offered activities to give them the opportunity to explore acknowledge and value similarities and differences between themselves and others. Children with special needs will be included in the school. Any discriminatory remarks or behaviour will be challenged and children and parents will be encouraged to understand the effect of any such remarks or behaviour

### **Resources**

Books, posters and all resources will be checked regularly to ensure that they positively and accurately reflect a multi-racial society.

Stories will be told from the range of cultures represented in our community.

Festivals will be celebrated together and songs will be sung in all the languages that we speak in our community.

Boys and girls will have the opportunity, and be encouraged, to take part in all the activities.

### **Employment**

The School is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. Details of the school's recruitment policy are in a separate policy document, available on request.

### **Further information and statutory guidelines:**

The school, in line with the Race Relations Act 1976, and the Race Relations (Amendment) Act 2000, undertakes to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial group

We will also make sure that the policies are properly monitored by continuing to provide training in Promoting Equality in line with the above Act. This monitoring will take place in line with the educational philosophy of Rudolph Steiner.

**The Equal Opportunity Co-ordinator is ...Jenny Salmon**