

The Meadow School for Steiner Education Ltd.

EQUAL OPPORTUNITIES POLICY

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 are opposed to all forms of discrimination against any person or group of people on the grounds of race, gender, faith disability, age and sexual orientation and are committed to promoting equality of opportunity and reflecting the diversity of the children, staff and parents served by Steiner schools. We also reject any racism stated or implied in any of Rudolf Steiner's speeches and writings.

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 we, 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

Our School 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 will be 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 SENCO is available to speak with all interested prospective families.

EMPLOYMENT

We will appoint the best person for the job advertised. Commitment to implementing the equal opportunities policy will form part of the job description for all applicants. The existence of the equal opportunities policy will be highlighted. It will be ensured that the candidate agrees with the policy and will do their best to uphold it, by treating every child and parent/carer as an individual in a non-judgmental way.

Only questions relevant to the job will be asked. Each candidate will be asked, broadly, the same questions. A welcome and professional approach to interviews will be ensured. All applicants will have copies of any relevant information.

Each candidate will be treated as an individual in compliance with current employment legislation. We will interview in accordance with the Race Relations Act 2000.
Email: admin@meadowsteiner.co.uk www.meadowsteiner-somerset.co.uk

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.

FURTHER INFORMATION AND STATUTORY GUIDELINES:

Our school has agreed, in line with the ***Race Relations Act 1976***, and the ***Race Relations (Amendment) Act 2000*** 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 our school's particular educational philosophy (Steiner).

Reviewed March 2010

The Meadow School for Steiner Education Ltd.

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