



SteinerAcademyExeter

INTRODUCTION

Steiner Academy Exeter 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. In our school, we encourage the children to value people's equal worth regardless of their racial origin, culture, religion, language or ability.

We teach 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.

Our school is open and welcoming to everyone. Staff model respect for and interest in one another and the children in our care learn by our example.

We are fully committed to the active promotion of equality of opportunity for all children and adults in the school. We want our school to be an active part of the wider community.

LEARNING ENVIRONMENT

In following a curriculum that generates a genuine interest in difference, we prepare our children for society by helping them develop empathy, tolerance and understanding.

The school is committed to a consistently high expectation of all pupils regardless of age, gender, ethnicity, ability or social background. All pupils are encouraged to improve on their own achievements and not to measure themselves against others. Parents are also encouraged to view their own children's achievements in this light.

Access to the school is maintained for all regardless of any disability.

Provision is made to cater for the cultural and spiritual needs of all the children through planning of classroom activities.

INFORMATION ABOUT THE SCHOOL

All our displays and advertising material reflect diversity across all aspects of equal opportunity. By using a variety of media and accessibility tools, we will ensure that the information provided by the school is accessible to everyone.

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. The admissions procedure is equal and open and available on our website.

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 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, is communicated as clearly as possible. All parents/carers and staff are encouraged to understand the effects of stereotyping and discrimination. Discriminatory remarks or behaviour will be challenged.

CHILDREN IN OUR COMMUNITY

The school works to ensure that all children are respected and their individuality and potential recognised, valued and nurtured. Children with special needs will be included in the school.

All children will be offered activities to give them the opportunity to explore acknowledge and value similarities and differences between themselves and others.

Any discriminatory remarks or behaviour will be challenged and children and adults 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

LEGAL FRAMEWORK

The School is committed to implementing the relevant provisions of the following statutory instruments:

Equal Opportunities Act 2010

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Disability Discrimination Act 1995

IMPLEMENTATION AND MONITORING

All new staff are made aware of the School's equal opportunities policy during their induction. The policy is also referenced in staff and parent handbooks and is accessible on our website and in hard copy in the school office. The School also provides ongoing training for staff in promoting equality in line with the policy.

The Equal Opportunity Co-ordinator is responsible for keeping the Principal and Governors up-to-date with changes in legislation or advice in order that the policy can be reviewed as necessary. In any case the effectiveness of the policy is reviewed every three years.

The Equal Opportunity Co-ordinator is Jenny Salmon

Approved by (Print name): Signature:	Date
Review Date*:	
Designated staff member:	
Designated governor:	