



Equal Opportunities Policy March 2016

(This policy was written with reference to the Equality Act 2010)

Through recognising and addressing the unique spirit of each child, we aim to inspire in our pupils a capacity and enthusiasm to work arising out of respect and care for the many wonders of the world, for fellow human beings and for oneself

Rudolf Steiner

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Equality Opportunity Statement

York Steiner School is committed to promoting equality of opportunity for the benefit of all and reflecting the diversity of the children, staff and parents served by the school. It is part of the schools' ethos to respect and value each person as an individual human being, each with their own gifts and challenges. The school recognises the protected characteristics as detailed in the Equality Act 2010 and is opposed to all forms of discrimination both direct and indirect against any person or group of people on the grounds of sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity.

The staff recognise their responsibilities in preparing young people for life in our culturally diverse society and showing, by example, the value of respect for each other, as well as self-respect.

The school also recognises the opportunity to demonstrate this commitment as an employer.

York Steiner School rejects racism, in all its forms, including any statements in Steiner's work that appear to be racist, or to support racism. The school is mindful that Steiner's racist statements were anachronistic and are antithetical to basic human values and dignity.

Equal Opportunities Policy (Pupils)

1. The fundamental British values of democracy, rule of law. Individual liberty, mutual respect and tolerance for those with different faiths and beliefs are at the heart of Steiner Education.
2. York Steiner School staff will not accept behaviour, slogans or clothing which are likely to condone discrimination or hatred.
3. York Steiner School will not condone stereotyping in any form and will address such behaviour among pupils and staff seriously. At all times we aim to fulfil the terms of the Equality Act 2010.
4. The school aims to provide an appropriate and supportive learning experience for all pupils, whatever their colour, origin, culture, gender, religion or ability. The school has high expectations of all pupils.
5. is committed to a policy of treating all pupils and their parents and potential pupils and their parents as equal individuals and therefore of respecting each person as a valuable human being, each with his or her own gifts and challenges.
6. The school aims to provide pupils with the opportunity to learn in an environment free of prejudice. Every opportunity within the school, the community of families and staff and the curriculum will be used to create and enhance respect, tolerance and support for all human beings in all their diversity and richness and in particular for each member of the school community. It is the responsibility of all staff to ensure that their conduct with pupils and colleagues reflects this responsibility at all times.

Inclusion

Inclusion is a right to be included. We believe in the principle that inclusion is the right for all children. We ensure that every child:

1. Has equal chance to learn and develop
2. Has the opportunity to participate equally
3. Is given opportunity to communicate in their preferred format
4. Has their individual needs known and met
5. Feels safe and know they belong
6. Is valued as a unique individual
7. Feels strong and confident about their identity.

Equal Opportunities (Staff)

York Steiner School aims to support the creation of an environment that will:

1. eliminate unlawful, direct and indirect discrimination and promote equality of opportunity;
2. ensure that no employee or job applicant receives less favourable treatment on grounds of ethnic origin, colour, disability, creed, marital status, nationality, race, religion, culture, gender, gender recognition or sexual orientation;
3. have regard to equal terms for men and women in employment in accordance with the EC Equal Terms Directive, 2002/73/EC;
4. have regard to Sex Discrimination (Gender Reassignment) regulations which prevent discrimination against transsexual people in employment and vocational training;
5. eradicate racial, religious or sexual harassment and discrimination on the basis of disability and sexual orientation;
6. value, celebrate and learn from the cultural diversity of its staff.

To achieve the above the school will use the following guidelines in recruitment and when considering professional development for existing staff:

1. Posts will routinely be advertised
2. All those involved in recruitment and selection will be aware of what they should do to avoid discrimination and ensure equality good practice through the recruitment and selection process
3. Advertisements and job specifications will all carry a statement that this school is an Equal Opportunities employer, and welcomes applications for all posts from appropriately qualified persons regardless of sex, race, religion, disability or age;
4. People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment;
5. Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment;
6. Access to opportunities for professional development will be monitored on equality grounds.
7. Equalities policies and practices will be covered in all staff inductions
8. All supply staff will be made aware of equalities policies and practices;
9. Employment policy and procedures will be reviewed regularly to check conformity with legislation and impact
10. People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary and feasible.

Linked policies:

Anti-bullying policy

Staff grievance procedures

Complaints procedure

We should not be asking: what does a person need to know or be able to do in order to fit into the existing social order? Instead we should ask: what lives in each human being and how can this be developed? Only then will it be possible to direct the new qualities of each emerging generation into society. Society will then become what young people, as whole human beings, make out of existing social conditions. The new generation should not simply be made to become what present society wants it to be!

Rudolf Steiner

Approval & Review

This policy has been approved by the Board of Trustees on 3rd March 2016

Policy review date: February 2017