



# Equal Opportunities Policy

## Version Control

Version	Nature of Update	Author	Date
1.0	Original Issue	Penelope White	13/06/2021
1.1	Reviewed	Penelope White	16/08/2023
1.2	Reviewed- section on diversity added. Changed special needs to additional needs Added more broad diversity groups eg. religious or cultural beliefs, age, gender, sexual orientation, gender reassignment, ability, or social or financial background	Penelope White	06/11/2023

## **Introduction**

This policy concerns the provision of equal opportunity with respect to the employment of staff and volunteers, and the provision and promotion of Steiner Waldorf education. This Policy covers all the operations including the Parent and Child group and the kindergarten.

Steiner Waldorf schools are founded on respect and care for the development and individuality of human beings in the context of their cultural and natural environment. The educational approach values the ethnicity, family background or other traditions of the children and seeks to provide them with insight and understanding of the diversity of human beings.

In keeping with these aims, Steiner Waldorf schools aim to create places of support for the development of children in which appropriate human rights and responsibilities are incorporated in their policies and procedures. Equality of opportunity and the respectful valuing of every contribution to the school community are integral to the provision of Steiner Waldorf education.

The Phoenix Kindergarten accordingly will employ all means to ensure that equality of opportunity underpins all areas of its management, administration, and organisation.

This Policy will be reviewed annually and whenever necessary in the light of new legislation, experiences, and feedback.

This Policy will be kept in the Policy Folder in the kindergarten cupboard and is also available online via our website. The Policy is available for all to read on request.

## **Employment**

Steiner Waldorf principles cultivate an ethos in which all our staff and volunteers are valued.

This organisation commits itself to the provision of equal opportunity in employment and undertakes to conduct its affairs so that there will be no disadvantage or less favourable treatment caused to any employee, job applicant, or volunteer because of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability, or offending background.

We promote equality of opportunity for all with the right mix of talent, skills, and potential, and welcome applications from a wide range of candidates, including those with criminal records. Candidates are selected for interview based on their skills, qualifications, and experience.

In addition, no employee, job applicant, or volunteer should be placed at an unjustifiable disadvantage by requirements or conditions, which have a proportionately adverse effect on any group. This also ensures that obligations under the Equality Act are met.

Advertising and recruitment are based on finding the most suitable person with the necessary skills, experience, and qualities, and not to selecting applicants of any particular group.

Selection criteria are strictly related to the post and are consistently applied to all applicants.

Terms of employment are afforded equally to all employees and volunteers in the same or similar circumstances.

Concerns regarding discrimination, victimisation, and harassment are dealt with according to formal procedures, with aggrieved parties receiving equitable treatment.

Criteria for dismissal will be solely consistent with procedures concerning indiscipline, redundancy or lack of capability.

**All staff, volunteers and helpers are expected to act in accordance with this Policy. This Policy in its entirety also applies to the activities carried out by any groups that are a constituent part of this organisation.**

**Disability Discrimination** (covered by Equality Act 2010, previously by the Disability Act 1995).

There will be fair treatment of disabled applicants for all types of vacancy, and where possible, after necessary rehabilitation training, every effort will be made to retain any employees who become disabled during their employment.

Disabled employees will be fully covered by the Equal Opportunities Policy, specialist knowledge and advice offered as necessary and particular attention paid to fire safety.

### **Provision of Steiner Waldorf Education**

Our Parent/Carer and Child Groups and Kindergarten are committed to making every effort to ensure that Steiner Waldorf education is available to all who choose it regardless of religious or cultural beliefs, age, gender, sexual orientation, gender reassignment, ability, or social or financial background. Each child and adult are valued as an individual without racial or gender stereotyping.

In Steiner Waldorf education there is an intrinsic respect for and celebration of difference and diversity. The cultivation of these virtues is a natural seamless aspect of the educational experience and learning environment.

Within Steiner Waldorf education the aim is to prepare children for full and active participation in modern society by helping them develop empathic and mutually respectful relationships. The curriculum seeks to create the conditions for realising these aspirations, with the active cultivation by staff of the feeling of respect for and interest in each other.

These aims are also confirmed within our Behaviour and Discipline Policy, and Anti-Bullying Policy.

All children are respected, and their individuality and potential recognised, valued, and nurtured. Every effort is made to provide for the needs of the children, including special needs.

Any discriminatory remarks or behaviour will be challenged and dealt with in an appropriate manner, and both children and adults will be encouraged to understand the effect of any such remarks or behaviour.

There is full commitment to the active promotion of equality of opportunity for all children and families.

The Admissions Policy is designed to ensure that the individual needs of each child and family wishing to join the school community are considered.

The Parent/Carer and Child and Kindergarten events are advertised as widely as possible to ensure that all in the community have access to our information. Information, written or spoken, is always communicated as clearly as possible.

The involvement of all parents/carers in the activities of the organisation is welcomed and encouraged.

### **Children With Physical Needs**

(covered by Equality Act 2010, previously by the Disability Act 1995).

Every effort will be made to cater for children with disabilities. There will not be discrimination when considering an admission request for a disabled child; this is reflected in the Admissions Policy.

Assessment of the ability to cater for disabled children will include liaising with parents and professionals in assessing a child's needs and how a disabled child can be supported so that the child is able to participate as fully as possible in all activities.

Planning will include giving consideration of how new and existing facilities can be improved to better cater for children with physical needs.

### **Children With Additional Needs**

In keeping with the principles of Steiner Waldorf education Phoenix Kindergarten considers all children as having individual needs and aims to meet those needs as best as possible taking into consideration the child's age, developmental stage, and other circumstances.

Children with additional needs, like any other child, will be considered for admission on an individual basis. This will involve full discussion of a child's needs with the

parents/guardians, and where appropriate other involved professionals, including consideration of practical and resource constraints.

## **Diversity**

As a setting we are committed to ensuring an equitable, diverse, and inclusive workplace. We celebrate, educate and commemorate different religious events such as Diwali, Chinese New Year, Hanukkah and Eid alongside Christian and Pagan festivals.

We are also committed to providing materials for children in the form of books which reflect the diversity and inclusivity.

## **REFERENCES:**

Equality and Diversity DfE aims to set an example as an employer and is developing policies that make opportunity equal for children and young people.

<https://www.gov.uk/government/organisations/department-for-education/about/equality-and-diversity>

The Equality Act Departmental advice for school leaders, school staff, governing bodies and local

authorities [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/315587/Equality\\_Act\\_Advice\\_Final.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf)

## **Relationships and sex education (RSE) and health education**

<https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>

<https://www.gov.uk/government/publications/relationships-education-relationships-and-sex-education-rse-and-health-education>