

The St Michael Steiner School

Equal Opportunities Policy and Procedure

Our School

We recognise and value the fact that our school is part of a multicultural society and believe that the atmosphere of respect for others, which our ethos seeks to foster, actively discourages prejudice. We will strive to ensure that our teaching continues to meet the needs of people from diverse backgrounds while, at the same time, taking steps to deal with any racist or sexist attitudes we encounter in the school and its community. The school wishes to offer an educational environment that is open to all.

In the Early Years

Our Kindergarten 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 ensuring that each child and adult is valued as an individual, without racial or gender stereotyping.

We want the children to grow up knowing that all people are of equal worth whatever their racial origin, culture, religion, language, gender, 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 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 Kindergarten. We want our Kindergarten to be a real part of our community.

Advertising Our 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 and on our website.

Admissions

The individual needs of each child and family wishing to join us will be considered. Our admissions procedure is available in our Parents' Handbook.

Employment

We will appoint the best person for the job advertised. Commitment to implementing this 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-judgemental 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

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have copies of any relevant information. Each candidate will be treated as an individual in compliance with current employment legislation.

Parents' Role in the School/Kindergarten

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. Where necessary, a translator will be sought or requested by the School. 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

We 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 as far as possible, and we are committed as a school to developing our training and provision as we grow.

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