



## EQUAL OPPORTUNITIES POLICY

***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

### General

- Steiner education seeks to nurture the individual potential in each child and places a high value on respect for the value of each individual
- 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
- Elmfield School is a co-educational school which positively welcomes pupils and applicants from diverse backgrounds, cultures and orientations.
- All employees, job applicants, pupils and pupil applicants, must be treated fairly and impartially
- All eligible people have equal opportunity for employment and advancement on the basis of their ability, qualifications, fitness and willingness to work (see *Recruitment Policy*)
- Elmfield staff will not accept behaviour, slogans or clothing which are likely to condone discrimination or hatred
- Elmfield School is a Steiner Waldorf School and therefore depends upon a willingness on the part of parents, staff and pupils, to support the Waldorf pedagogy
- Elmfield 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.
- Elmfield School has a disability access plan. In addition, where physical disability would be the only factor deterring a person from employment or admission as a pupil, Elmfield School will pursue every possible and reasonable avenue to address limiting physical features in the School, so far as resources permit.
- If there was a candidate entered for an exam with a physical disability then the exam would take place in the Bio Lab where a portable ramp would be placed outside the side door to enable access to exam room.

### Employment

- No employee or job applicant should receive less favourable treatment on grounds of personal characteristics, such as race, sex, religion, marital status, age, sexual orientation, appearance or disability, or be disadvantaged by conditions or requirements which cannot be shown to be justifiable.

### Pupils

- No applications from potential pupils should receive less favourable treatment on grounds of race, sex, religion, orientation, appearance or disability in the context of the School's resources and the needs of the class that they are applying for.
- In considering pupils the College of Teachers will take into account the implications of admission for the existing class and its needs as well as those of the pupil applying. The School will also consider the application in the context of the level of resources available, including assistance provided by the Local Authority.

---

***Always check online for the most recent policy.***

- Derogatory remarks to or about others, whether pupils, employees, applicants or members of the public are actively discouraged. Such remarks may be deemed to be harassment, and therefore considered misconduct.
- It is a fundamental principle of Waldorf education that all lessons, including sports, crafts, knitting, cookery, religion and science are delivered to pupils regardless of gender, race, creed or religion.

#### **Related Policies**

- Recruitment Policy
- Admissions Policy
- Curriculum Statement
- Anti-Bullying Policy
- Behaviour and Discipline Policy
- Exclusion Policy

***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

Policy last reviewed August 2017

Lesley Taberer, Bursar

---

***Always check online for the most recent policy.***

Elmfield Rudolf Steiner School Ltd. Company No. 01141571 Charity No. 527521 <http://www.elmfield.com>  
Member of the Steiner Waldorf Schools Fellowship