

Elmfield School Equality Statement – March 2023

Elmfield School is a proudly inclusive school. We strive to challenge discrimination and counter prejudice in all that we do, particularly around the protected characteristics laid out in the Equality Act 2010. Abiding by the letter and spirit of equality legislation and guidance applies to all school policies including the contract between school and parents.

Elmfield School is a progressive Waldorf school, following a 100-year tradition of creative, child-centred education. But we recognise that there are statements in Rudolf Steiner's work which are racist, and we wholeheartedly repudiate these. These statements sit in contrast with the bulk of Steiner's work which puts at its heart the equal value, dignity and potential of each human being and they do not reflect the values of this school or the wider Steiner Waldorf Education movement in the UK.

A key principle in our school is the Motto of the Social Ethic, from a book inscription written by Steiner to Edith Maryon in Nov 1920:

"The healthy social life is found when in the mirror of each human soul the whole community finds its reflection and when in the community the virtue of each one is living."

Elmfield School promotes social justice and equity, teaching children to be open-minded, tolerant and embrace diversity. We seek to create an inclusive community in which our children can grow to be entirely themselves.

It is important for children to encounter others within their community who are entirely, authentically themselves. There should be no sense that people have to hide or be ashamed of who they are. At Elmfield School we celebrate diversity and teach our children to do the same.

Our Relationship Education and Relationship and Sex Education curricula follow the legal requirements laid down by the Department for Education and, quite correctly, parents cannot opt out of inclusive relationship education as supported by the Equality Act. We bring inclusive RE and RSE in an age-appropriate way that is still in line with our pedagogy. We will protect children and focus on their well-being knowing that all children, their families and the wider community need to be respected, represented and validated. Our approach includes appropriate representation and discussion around relationships of all kinds including LGBTQIA+ which reflect the world and communities in which we live.

Our practice follows the statutory guidance given by the Department for Education, is internally moderated, and is overseen by Ofsted and the Independent Schools Inspectorate.

Elmfield School actively works towards fostering a sense of belonging for all children, families and staff and expect all parents, carers and members of our community to model this commitment to equity and diversity.