

Equal Opportunities Policy

Date: February 2022

Review: February 2023

Everyone in our educational community is of equal value

The Moorland Waldorf School is committed to promoting equality of opportunity for all and is opposed to discrimination and prejudice on the basis of social categorisation. The school seeks to respect and value each person as an individual human being and to encourage tolerance, mutual respect and an appreciation of the value of difference. It aims to accord every member of the school community equal worth, regardless of gender, disability, age, race, culture, class, faith and sexual orientation. Although the school has a very broadly Christian basis, it wishes to promote understanding and respect for the beliefs and practices of others. Moorland Waldorf School totally rejects all forms of racism, including any statements in the work of Rudolf Steiner (died 1925) that may appear to be racist.

The school wishes to prepare pupils to make a positive contribution to a diverse society and aims to promote equality of opportunity as an employer and resource provider. In particular, the school aims to ensure that:

- Pupils and staff recognise that discrimination based on social categorisation is unacceptable.
- Pupils and staff contribute to a supportive learning environment by showing respect for one another as individuals and by having high expectations of one another.
- All pupils and staff feel secure enough to express their own views and to question one another.
- Pupils are valued as individuals and each pupil's education and care is developed in relation to individual needs and abilities.
- Within the school and its curriculum opportunities are effectively used to enhance respect for all human beings in their richness and diversity.
- Forms of social categorisation will not be used as criteria for pupil admissions.
- All staff feel valued and supported and receive appropriate advice and encouragement for professional development.
- In all staff appointments the best candidate for the job will be appointed on strict professional criteria only.
- All forms of discrimination, prejudice or harassment carried out by persons within the school's responsibility will be treated as unacceptable and will be dealt with via existing disciplinary procedures.
- The principles and practice of equal opportunities apply to all members of the school community: pupils, prospective pupils, teaching and non-teaching staff, parents, trustees and visitors.
- Policies and practices conform fully to current legislation relevant to this area including the Equality Act 2010.



Our Equality Objectives:

1. To promote pupils' understanding of identity, diversity, community, and equality, to teach them to recognise and respect difference.
2. To foster positive attitudes and relationships and a shared sense of cohesion and belonging.
3. To observe good equalities practice in staff recruitment, retention, and development
4. To ensure children are prepared for life in modern Britain
5. To ensure that our core value of inclusive education is reflected in our curriculum and is at the heart of all we do.

Endorsed by: Linda Parker, Chair of Trustees, Eskdale Community Trust for Education

Last updated (Objectives added): 10 February 2022