

Norwich Steiner School

Equal Opportunities (Pupils) Policy

Revised March 2019

This policy applies to all pupils in the school and Kindergarten.

Norwich Steiner School is committed to equal treatment for all, regardless of an individual's age, race, sex, disability or special educational need, religion or belief, cultural or social background, sexual orientation, gender reassignment, pregnancy or maternity.

We welcome and respect differences and celebrate culture and experience, which enrich the school community. We promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs and actively address prejudice and discrimination, whether direct or indirect, by association, perception, harassment or victimisation.

We focus on educating the individual, in a welcoming and inclusive environment, where all feel equally valued and can flourish.

Through assemblies, Sponsor, Global issues lessons, PSHE, SMSC, Religion, Drama, Humanities and other lessons we:

- Promote tolerance of and respect for each other and the importance of courtesy and consideration
- Foster positive relationships and a shared sense of cohesion and belonging
- Recognise, respect and celebrate similarities and differences
- Develop appreciation of and respect for pupil's own and other cultures in a way that promotes tolerance and harmony
- Encourage mutual respect and tolerance of those with different faiths and beliefs
- Promote positive images and role models to avoid prejudice and raise awareness of related issues
- Foster an open-minded approach and encourage pupils to recognise the contributions made by different cultures.
- Educate pupils of their rights and responsibilities with respect to equality, within the school and outside, of how to make a complaint and where they can get help.

Staff act as role models, are approachable to pupils, deal effectively with any incidents of harassment or discrimination and give appropriate support to pupils who feel that they are affected by discrimination. Teachers plan the delivery of the curriculum and use a range of teaching and learning strategies and materials to ensure that all pupils have equal access and that the needs of individual learners are considered. In some individual circumstances access to learning requires some compensatory features such as specialised resources.

Behaviour

The school's behaviour policies make clear the seriousness of bullying, victimisation and harassment in all its pernicious forms, including racial, religious, cultural, sexual, sexist, gender-related, sexual orientated homophobic, disabled and cyber. Harassment in all its forms is unacceptable and Norwich Steiner School does not tolerate discriminatory behaviour or derogatory language. Any incidents will be dealt with in accordance with the School's Behaviour and Anti-Bullying policies.

Admissions and Exclusions

Our admissions and exclusions policies are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background. We welcome applications from pupils with as diverse a range of backgrounds as possible and are committed to broadening access to the school by offering eligible parents/guardians financial support with the payment of school fees. We welcome applications from pupils with special needs and disabilities (for more information please see our Admissions and SEND) policies.