

CVSE Equal Opportunities Policy Document

Authors	Ingrid Lihou Kate Lunn
Policy Lead	Kate Lunn
Date Ratified by management team	Ratified by HR Team
Status	Ratified
Last Review Date	Sep. 2025
Policy Number	CVSE doc 35

EQUAL OPPORTUNITIES POLICY PRACTICE AND PROCEDURE

Purpose of policy

The purpose of this policy to explain how Calder Valley Steiner Education (CVSE) aims to ensure equal opportunities with reference to admissions policy and recruitment policy.

Policy Statement.

CVSE 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 to ensuring that each child and adult is valued as an individual without racial or gender (including trans-gender) stereotyping or prejudice.

CVSE strives to enable the children to grow up knowing that all people are of equal worth whatever their racial origin, culture, religion, language 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 Nursery and Stay and Play groups. We want CVSE to be a real part of the local community.

This policy has been prepared with due regard for the Equality Act 2010

Advertising CVSE

CVSE has a website that gives full information about the Nursery, including admissions. This is monitored to ensure that the content is up-to-date, accurate and does not contain material that is discriminatory. A comprehensive list of the Nursery's policies is available on the website. CVSE also aims to ensure that everyone in the local and surrounding community has access to information about our Nursery and Stay and Play groups. Information about CVSE will be advertised by using

posters; events and open days and will be displayed locally, and within the press. All advertising will be a true representation of the CVSE.

Admission criteria

CVSE is accessible to every family in the community; there are no geographical boundaries with regards to admission.

The individual needs of each child and family wishing to join us will be considered. There is an admissions procedure available.

We are open to children with special needs and the SENDCO is available to speak with all interested prospective families.

Employment

(There is a recruitment policy available)

Commitment to implementing the equal opportunities policy will form part of the job description for all applicants. CVSE will ensure appointment of the best candidate for the job advertised.

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-judgmental way. This ethos will form part of the interview process and will be documented at all stages.

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 have copies of any relevant information.

Each candidate will be treated as an individual in compliance with current employment legislation.

We will interview in accordance with the Race Relations Act 2000.

Any prior knowledge of the candidates will be addressed by the interview panel during the short-listing procedure, family members will not be allowed to interview candidates.

Equality of Parental roles within CVSE

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. All families are welcome to contribute to the up-keep and development of the CVSE facilities and activities in some way.

Families are encouraged to contribute to the many working groups that support CVSE, and all verbal contributions are welcome at these groups.

Any information, written or spoken, will be communicated as clearly as possible. All parents/carers and staff will be encouraged to understand the effects of stereotyping and discrimination, and any discriminatory remarks will be challenged. CVSE has developed policies around bullying and discrimination that all parents have access to.

Equality for Children within the CVSE Community

CVSE 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 best that CVSE can.

The 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 Nursery where it is possible given the nature of the special need, the makeup of the group and the physical surroundings.

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. CVSE has developed and maintains policies supporting positive behaviour and anti bullying.

Resources

Books, posters and all resources used 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 and beyond.

Festivals will be celebrated together and songs will be sung in all the languages that we speak in our community.

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

Parents are encouraged to voice any concerns with regard to resources available to **Ingrid Lihou** or any of the **trustees**.

Further information and statutory guidelines:

CVSE has agreed, in line with the ***Race Relations Act 1976***, and the ***Race Relations (Amendment) Act 2000*** to:

- Eliminate unlawful racial discrimination
- Promote equality of opportunity
- Promote good relations between people of different racial groups

Monitoring and Compliance

CVSE will make sure that the policies are properly monitored by continuing to provide training in Promoting Equality in line with the above Act. This monitoring will take place in line with our Nursery's particular educational philosophy (Steiner Waldorf).

The Equal Opportunity Co-ordinator is Ingrid Lihou

If parents have any concerns about discrimination and it really doesn't matter what type of alleged discrimination, CVSE welcomes parents to bring them to the attention of either the Equality Co-ordinator, any of the Trustees or parent reps.

All allegations will be documented and actioned accordingly, feedback from parents is always valued.

Related Policies

- CVSE Admissions policy
- CVSE Recruitment and Selection policy
- CVSE Special Educational Needs policy
- CVSE Multicultural policy
- CVSE Anti bullying and behaviour policy
- CVSE English as an Additional Language policy
- CVSE Complaints policy