



## Steiner Academy Bristol Equality Statement

We are committed to ensuring equality of opportunity for all pupils, staff, parents and carers irrespective of race, gender, disability, belief, sexual orientation, age or socio-economic background. We aim to develop a culture of inclusion, respect and diversity in which all those connected to the school feel comfortable with their identity and ability to participate fully in school life.

By offering a Steiner curriculum based in respect, we challenge bullying and stereotypes and create an environment where all are valued and nurtured. We tackle discrimination through the positive promotion of equality and fairness.

### **Equality in Teaching and learning**

We provide all our pupils with the opportunity to succeed and to reach the highest level of personal achievement. We do this by:

- Ensuring equality of access for all pupils
- Preparing pupils for life in a diverse society
- Using methods, ideas, and materials that reflect the diversity of the school population and local community without stereotyping
- Promoting attitudes and values that challenge any discriminatory behaviour or prejudice
- Providing opportunities for pupils to appreciate their own culture and celebrate the diversity of other cultures
- Seeking to involve all parents in supporting their child's education

### **Equality in Admissions and Exclusions**

Our admissions arrangements are fair and transparent and do not discriminate on the grounds of race, gender, religion, belief, disability and/or socio-economic background.

### **Equal Opportunities for Staff**

All staff appointments and promotions are made on the basis of merit and ability and in compliance with the law. We are keen to ensure that the staffing of the school reflects the diversity of our community.

### **Monitoring and Reporting**

Through our policies and processes, we will report and monitor our progress in meeting the three main elements of the Public Sector Duty-

- Eliminating discrimination
- Advancing equality of opportunity

- Fostering good relations.

### Document Control

<b>Designated Governor (role)</b>	Anna Mapson
<b>Designated Staff member</b>	Principal – Joss Hayes
<b>Governor committee</b>	Finance & Resources Committee
<b>Date approved by Governors</b>	March 2018
<b>Review date</b>	March 2020