



North Star School

Equality and Diversity Policy

September 2021

Review date: September 2022

1. Statement of Intent

North Star School is committed to equality and valuing diversity and actively supports practices that promote genuine equality of opportunity for all potential employees, current staff and children. North Star School will not discriminate against any job applicant, employee or child because of any protected characteristic, namely:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex and
- sexual orientation

Compliance with the Equality Act 2010 is the responsibility of all members of staff. North Star School does not condone any act of direct discrimination, indirect discrimination, harassment or victimisation. Discriminatory treatment, bullying or harassment of staff or children by visitors will also not be tolerated.



2. Introduction

North Star School is committed to creating and promoting a positive and diverse culture in which all staff and children are valued and supported to fulfil their potential irrespective of their age, disability, race, religion, belief, sex or sexual orientation. In addition, all members of the North Star School community have a right to learn and work in a safe, secure and positive environment. Discriminatory treatment, victimisation, bullying or harassment of any kind is wholly unacceptable and will not be tolerated. We recognise our obligations under the Equality Act 2010 and are committed to promoting the equality and diversity of all those we work with especially our employees, pupils, children and visitors. We oppose all forms of unlawful and unfair discrimination, bullying and harassment and will make every effort to comply with the requirements of the Act and its subsequent provisions. This policy and all associated procedures apply to all staff (including consultants, agency staff, volunteers, students on placement and any other individual working for, or on behalf of North Star School.

3. Roles and responsibilities

The Directors of North Star School endorse this policy. It is the responsibility of all staff to:

- Treat colleagues, children and visitors with dignity and respect; and avoid behaving in any manner that may give rise to claims of discrimination, harassment or victimisation;
- Support and participate in any measures introduced to promote equality and diversity;
- Actively challenge discrimination, victimisation, harassment and disadvantage both at North Star School and in other work-related circumstances, in accordance with their responsibilities;
- Report any issues associated with equality and diversity, in accordance with this policy.



Staff are responsible and accountable for their own conduct at all times and this includes when attending work-related meetings, functions and events. Employees' behaviour must always conform to the setting's high expectations, irrespective of the day, time or location of the engagement. You must not behave in a way that could lead a reasonable person to question your conduct, intentions or suitability to care for other people's children; or bring North Star School into disrepute, whether in front of colleagues, clients or members of the public.

4. Duty to make reasonable adjustments

We will actively seek to make reasonable adjustments, where there is a need to ensure that a disabled person has the same access to everything as a non-disabled person, as far as is reasonable. We will take positive and proactive steps to remove, reduce or prevent the obstacles faced by a disabled individual, as far as is reasonable. For further information, visit the Equality and Human Rights Commission website at www.equalityhumanrights.com

5. Admissions policy

Our admissions criteria are defined under the admissions policy and are applied consistently to every child, irrespective of any protected characteristic.

6. Education and support

Education is crucial to tackling inequalities for children including gender stereotyping, preventing bullying and raising attainment for certain groups. The principles of equality and diversity are embedded in our academic and social curriculum. Positive and proactive steps will be taken to prevent discrimination against, or victimisation of, any child in the provision of education or care.



7. Recruitment and selection

North Star School will carry out recruitment and selection processes that adhere to the principles of the Equality Act 2010.

8. Staff induction and training

All staff are required to undertake a basic equality and diversity course, as part of their induction and before working with children.

We recognise the importance of relationships between staff and children being based on mutual respect, dignity, tolerance and understanding, and there being clear boundaries regarding acceptable behaviour on both sides.

All staff receive high-quality support, advice and individual supervision meetings with a member of senior staff. In addition, all staff receive regular equality and diversity updates (for example, via email and staff meetings), as required, but at least annually, to provide them with relevant skills and knowledge to promote equality and diversity effectively. Staff knowledge and understanding of equality and diversity matters are regularly monitored and assessed through a combination of observation, questioning and reflections on practice issues.

9. Reporting and recording incidents of discrimination

All incidents of discriminatory treatment, bullying and harassment must be reported to senior staff and recorded as soon as is reasonably possible (and normally within 24 hours of the incident).

North Star School Ltd
Directors: Emily Bedford and Chelsea Mallabone



10. Complaints and grievances

If any individual, including a child, parent, carer, visitor or member of staff, believes that they have been discriminated against, harassed or victimised, they are asked to follow our 'Compliments and Complaints Policy'.