



Nova-Star Care Equality and Diversity Policy

1. Introduction

Nova-Star Care is committed to promoting equality, diversity, and inclusion in all aspects of its work. We believe that every individual deserves to be treated fairly, respectfully, and without discrimination. This policy outlines Nova-Star Care's approach to ensuring equal opportunities for employees, residents, contractors, and partners.

2. Policy Statement

Nova-Star Care will not tolerate discrimination, harassment, or victimisation on any grounds. We aim to foster a culture that values diversity and ensures that all individuals are treated equitably, regardless of their background or circumstances.

This policy applies to all aspects of employment, service delivery, housing allocations, and community engagement.

3. Purpose

The purpose of this policy is to:

- Promote equal access to opportunities within Nova-Star Care.
- Prevent discrimination and harassment in all activities.
- Ensure compliance with all relevant equality legislation.
- Embed inclusion into the culture, policies, and practices of Nova-Star Care.
- Encourage partnership working with local authorities and stakeholders to promote fairness and equality.

4. Scope

This policy applies to all Nova-Star Care employees, volunteers, board members, residents, and external contractors. Everyone associated with Nova-Star Care is expected to uphold the principles set out within this policy.

5. Protected Characteristics

Under the Equality Act 2010, individuals are protected from discrimination based on the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

6. Responsibilities

The Board of Directors holds ultimate responsibility for ensuring that equality and diversity are embedded in all areas of Nova-Star Care's operations. Managers are responsible for implementing this policy, promoting inclusive practices, and addressing breaches promptly.

All staff, contractors, and volunteers are expected to uphold this policy, attend relevant training, and contribute to a culture of respect and inclusion.

7. Implementation

Nova-Star Care will implement this policy through:

- Inclusive recruitment and selection processes.
- Accessible and fair housing services.
- Equality and diversity training for all staff and volunteers.
- Regular review of policies, procedures, and service delivery to identify and address barriers.
- Providing reasonable adjustments for individuals with disabilities or specific needs.

8. Monitoring and Review

Nova-Star Care will monitor and review its equality performance annually to ensure the effectiveness of this policy. Data on service users, applicants, and employees will be reviewed to identify trends, gaps, or inequalities, while ensuring confidentiality and compliance with data protection laws.

9. Breaches of Policy

Any breach of this policy, including incidents of discrimination, harassment, or victimisation, will be taken seriously and may result in disciplinary action. All complaints

will be investigated fairly, confidentially, and in accordance with Nova-Star Care's grievance procedures.

10. Legal Framework

Legislation	Application to Nova-Star Care
Equality Act 2010	Provides the primary legal framework to prevent discrimination and promote equality across all protected characteristics.
Human Rights Act 1998	Ensures the protection of individuals' rights to dignity, privacy, and freedom from discrimination.
Public Sector Equality Duty (Section 149 of the Equality Act 2010)	Requires Nova-Star Care to have due regard to eliminating discrimination and promoting equality of opportunity.
Employment Rights Act 1996	Protects employees from unfair treatment or dismissal based on discriminatory grounds.
Care Act 2014	Requires consideration of individuals' wellbeing and ensures equitable access to care and support services.
Data Protection Act 2018 & UK GDPR	Ensures personal data is collected and processed lawfully, fairly, and transparently.

11. Impact and Equality Assessment

This policy has been assessed to ensure that it does not negatively impact individuals with protected characteristics. Nova-Star Care remains committed to promoting inclusivity and ensuring all services are accessible to everyone.

Where potential inequalities are identified, Nova-Star Care will take reasonable and proportionate action to address them.

12. Related Policies and Documents

This policy should be read alongside the following documents:

- Recruitment and Selection Policy
- Code of Conduct
- Complaints Policy

- Grievance and Disciplinary Procedures
- Health and Safety Policy

Policy Information

Author	Version	Date Approved	Review Date
Head of Policy	1	Dec 2024	Dec 2026