



Starlight Dance Studios

Anti-Discrimination Policy

PURPOSE

At Starlight Dance Studios, we believe every dancer, staff member, parent, and visitor deserves to feel safe, respected, and celebrated. This policy outlines our commitment to creating an inclusive environment free from discrimination, harassment, or prejudice of any kind.

This policy applies to all staff, students, contractors, volunteers, parents/guardians, and visitors across all Starlight Dance Studios locations and events.

OUR COMMITMENT

We do not tolerate discrimination based on:

- Race, ethnicity, or national origin
- Gender, gender identity, or gender expression
- Sexual orientation
- Disability or neurodiversity
- Religion or belief
- Age
- Socioeconomic background
- Appearance or body type
- Any other protected characteristic under the Equality Act 2010

We actively promote kindness, empathy, and respect in every class, rehearsal, event, and communication.

EXPECTATIONS FOR BEHAVIOUR

For Staff

- Always model inclusive language and behaviour
- Intervene promptly and appropriately if discrimination is witnessed or reported
- Attend regular safeguarding and inclusion training
- Ensure all students feel seen, safe, and valued

For Students

- Treat peers and staff with kindness and respect
- Celebrate differences and speak up if something feels wrong
- Follow studio rules that promote safety and inclusion

For Parents/Guardians

- Support our inclusive ethos
- Communicate respectfully with staff and other families
- Report concerns promptly and constructively

REPORTING & RESPONSE

If anyone experiences or witnesses' discrimination:

1. **Report it** to a trusted staff member or the principal (Sharon)
2. **We will listen** with care and confidentiality
3. **We will act**—investigating fairly and taking appropriate steps, which may include:
 - Mediation
 - Education and training



- Disciplinary action
- Referral to external safeguarding bodies if necessary

TRAINING & REVIEW

- All staff receive annual training on equality, diversity, and inclusion
- This policy is reviewed annually or after any incident
- We welcome feedback from families and students to help us grow