

*Mary Pugsley MBE*

Director, HAIR AT THE ACADEMY



## Equal Opportunities Policy

Written by Mary Pugsley MBE

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## 1. Introduction

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The Equality Act 2010 combined more than 116 pieces of equality legislation into one act providing a legal framework which tackles discrimination in respect of the following personal characteristics which are protected by the law.

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

It defines the behaviour that is unlawful under the act as:

- Direct discrimination
- Indirect discrimination
- Discrimination arising from disability
- Victimisation
- Harassment

### 1.1 Purpose of the policy

The policy sets out that Hair at the Academy is committed to meeting the requirements of the Equality Act 2010. It should be read in conjunction with the following policies and procedures:

- The Appeals Policy and Procedures
- Reasonable Adjustments and Consideration Policy and Procedures

### 1.2 scope of the policy

This policy is provided for Hair at the Academy students, staff and visitors.

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### 1.3 responsibilities

Hair at the Academy is responsible for confirming that all its staff and contractors are aware of policy, current equality legislation and regulatory requirements in relation to equality and diversity.

The director is responsible for ensuring that all staff and learners are aware of the policy, current equality legislation and regulatory requirements in relation to equality and diversity.

### 1.4 Regulatory authorities

This policy addresses the requirements of the relevant regulatory authorities.

### 1.5 Review arrangements

This policy is reviewed annually as part of Hair at the Academy self-evaluation activity which includes consideration of customer and regulatory feedback and good practice guidance. A policy review may be triggered in an action resulting from the outcome of the investigation of a complaint.

## 2. Policy statement

Hair at the Academy:

- Is committed to ensuring equality in employment and access to services for all who work and learn with Hair at the Academy.
- Values and celebrates differences in age, race, sex, disability, gender reassignment, marriage and civil partnership, sexual orientation, pregnancy and maternity.
- Believes that all forms of prejudice and discrimination are unacceptable.
- Works to eliminate unlawful direct and indirect discrimination.
- Provide equality of opportunity as an integral part of good practice.
- Is committed to a working environment in which the contribution and needs of everyone are fully valued and recognised
- Supports staff and contractors in challenging any inappropriate violent or abusive behaviours from colleagues or other individuals.

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3. Staff and contractors

Hair at the Academy are committed to ensuring that personnel are recruited, selected, monitored and can progress within the organisation in a fair and equitable manner based on their relevant attributes, skills, experience and performance only.

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