

Mary Pugsley MBE

Director, HAIR AT THE ACADEMY



Equal Opportunities Policy

Written by Mary Pugsley MBE

Last reviewed 27/07/2026

Next review date 28/07/2027

Mary Pugsley MBE: Director T: 07974 750699

E: mp.hairattheacademy@gmail.com

W: www.hairattheacademy.co.uk

A: Cornerstone 10 Kimberley Rd, Exeter, Devon, EX2 4JG.

Hair@theAcademy is a company limited by guarantee, registered in England and Wales, Number 9223155.

Registered office: 8 Feltrim Avenue, Exeter, Devon, EX24RP, UKPKN 10047420.

Contents

1. Introduction
 - 1.1 purpose of the policy
 - 1.2 Scope of the policy
 - 1.3 Recognition
 - 1.4 Regulatory authorities
 - 1.5 Review arrangements
2. Policy statement
3. Staff and contractors

1. Introduction

Mary Pugsley MBE: Director T: 07974 750699

E: mp.hairattheacademy@gmail.com

W: www.hairattheacademy.co.uk

A: Cornerstone 10 Kimberley Rd, Exeter, Devon, EX2 4JG.

Hair@theAcademy is a company limited by guarantee, registered in England and Wales, Number 9223155.

Registered office: 8 Feltrim Avenue, Exeter, Devon, EX24RP, UKPN 10047420.

Mary Pugsley MBE

Director, HAIR AT THE ACADEMY

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.

Mary Pugsley MBE: Director T: 07974 750699

E: mp.hairattheacademy@gmail.com

W: www.hairattheacademy.co.uk

A: Cornerstone 10 Kimberley Rd, Exeter, Devon, EX2 4JG.

Hair@theAcademy is a company limited by guarantee, registered in England and Wales, Number 9223155.

Registered office: 8 Feltrim Avenue, Exeter, Devon, EX24RP, UKPKN 10047420.

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.

Mary Pugsley MBE: Director T: 07974 750699

E: mp.hairattheacademy@gmail.com

W: www.hairattheacademy.co.uk

A: Cornerstone 10 Kimberley Rd, Exeter, Devon, EX2 4JG.

Hair@theAcademy is a company limited by guarantee, registered in England and Wales, Number 9223155.

Registered office: 8 Feltrim Avenue, Exeter, Devon, EX24RP, UKPKN 10047420.

Mary Pugsley MBE

Director, HAIR AT THE ACADEMY

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.

Mary Pugsley MBE: Director T: 07974 750699

E: mp.hairattheacademy@gmail.com

W: www.hairattheacademy.co.uk

A: Cornerstone 10 Kimberley Rd, Exeter, Devon, EX2 4JG.

Hair@theAcademy is a company limited by guarantee, registered in England and Wales, Number 9223155.

Registered office: 8 Feltrim Avenue, Exeter, Devon, EX24RP, UKPN 10047420.