



## **Prestige Beauty Academy Equality and Diversity Policy**

**Author: Mary Hickson**

**Date: November 2025**

**Date of Next Review: November 2026**

### **Equality and Diversity Policy**

#### **1. Policy Statement**

The Beauty Academy is committed to promoting equality, diversity, and inclusion in all areas of teaching, learning, and assessment. We believe every learner has the right to study in a safe, supportive, and respectful environment, free from discrimination,

harassment, or victimisation. We aim to provide equal access to learning opportunities and to celebrate the diversity of our learners, staff, and clients.

## **2. Purpose**

This policy ensures that:

- All learners are treated fairly and with respect.
- Diversity is valued and promoted across all areas of the academy.
- Discrimination, bullying, and prejudice are not tolerated.
- All staff and learners understand their rights and responsibilities regarding equality and diversity.

## **3. Scope**

This policy applies to all learners enrolled in any course or training programme, all teaching, assessment, and support staff, and all visitors, models, and clients within the academy salon and classrooms.

## **4. Legal Framework**

This policy aligns with the Equality Act 2010, which protects individuals from discrimination based on nine protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

## **5. Responsibilities**

Management responsibilities include ensuring implementation, providing training, and promoting inclusive recruitment and admissions.

Tutors and Assessors must deliver inclusive teaching, use diverse materials, and challenge discriminatory behaviour.

Learners must treat others with respect, report discrimination, and support an inclusive environment.

#### **6. Promoting Equality and Diversity in Practice**

- Provide equal access to all learning opportunities and facilities.
- Adapt teaching to meet individual needs.
- Use inclusive resources representing diverse people and cultures.
- Ensure salon sessions reflect a range of clients and cultural needs.
- Encourage respect and understanding of different values and beliefs.

#### **7. Preventing Discrimination and Harassment**

The academy will take immediate action against discrimination, harassment, or victimisation. Incidents will be investigated following the Academy Disciplinary Procedure.

#### **8. Support for Learners**

Learners can speak confidentially to their tutor or welfare officer about any concerns. Reasonable adjustments will be made for disabilities or additional needs, and support is available for learners with English as an additional language.

#### **9. Monitoring and Review**

This policy will be reviewed annually to ensure effectiveness and compliance with legislation. Feedback from learners and staff will inform future updates.

**Approved by: Mary Hickson**

**Position: Principal**

**Date: 11/11/25**