



Equality & Diversity Policy

Effective Date: November 2023 onwards.

1. Purpose

The purpose of this equality and diversity policy is to promote a culture of inclusivity, respect, and fairness within Earth & Beauty. This policy outlines our commitment to promoting equality, valuing diversity, and preventing discrimination in all aspects of our operations.

2. Scope

This policy applies to all students, trainees, staff members, visitors, and any other individuals associated with Earth & Beauty.

3. Policy Statement

a. Equal Opportunities

We are committed to providing equal opportunities to all individuals, irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. We aim to ensure that no individual is unfairly discriminated against, or disadvantaged based on any protected characteristic as defined by applicable equality legislation.

b. Diversity and Inclusion

We celebrate and value the diversity of our students, trainees, and staff members. We recognise that a diverse and inclusive environment fosters creativity, innovation, and success. We are committed to creating and

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maintaining an inclusive culture where everyone feels welcome, respected, and valued.

c. Discrimination and Harassment

Discrimination, harassment, bullying, or victimisation in any form will not be tolerated within our training provider. We are dedicated to creating an environment free from discrimination and harassment, and we will take appropriate action to address any such incidents brought to our attention.

d. Reasonable Adjustments

We acknowledge that individuals may have different needs and requirements. We are committed to making reasonable adjustments to accommodate those needs and provide equal access to our training programs, facilities, and services. Reasonable adjustments may include modifications to our teaching methods, assessment processes, or physical environments, as appropriate and in accordance with legal requirements.

e. Training and Awareness

We will provide training and awareness programs to our staff members to ensure they understand their responsibilities under this policy and are equipped to promote equality, diversity, and inclusion within the training provider. We will also provide educational resources and opportunities for our students and trainees to enhance their understanding of equality and diversity issues.

f. Complaints and Reporting

We encourage individuals to report any incidents, concerns, or complaints regarding potential breaches of this policy. Complaints will be handled promptly, confidentially, and in accordance with our established complaints procedure. No individual will be subjected to any form of retaliation for making a complaint in good faith.

4. Responsibilities

a. Senior Management: The senior management team is responsible for promoting and implementing this policy, ensuring compliance with legal obligations, and providing resources and support to foster an inclusive environment.

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b. Staff Members: All staff members are responsible for adhering to this policy, treating everyone with dignity and respect, and promoting equality, diversity, and inclusion in their interactions and decision-making.

c. Students and Trainees: Students and trainees are expected to comply with this policy, treating others with respect, and contributing to an inclusive learning environment.

5. Monitoring and Review

We will regularly monitor and review our practices, policies, and procedures to ensure their effectiveness and compliance with legal requirements. Feedback from staff members, students, trainees, and other stakeholders will be sought and considered for continuous improvement.

6. Communication

This policy will be communicated to all staff members, students, trainees, and relevant stakeholders through various channels, such as staff handbooks, student handbooks, training materials, the training provider's website, notice boards, and staff meetings. It will also be made available in accessible formats, upon request, to ensure inclusivity.

7. Compliance and Consequences

Non-compliance with this policy may result in disciplinary action, up to and including termination of employment or termination of enrolment or training programs. Any reported incidents of discrimination, harassment, or retaliation will be thoroughly investigated, and appropriate action will be taken in line with the training provider's disciplinary procedures or student code of conduct.

8. External Commitments

Earth & Beauty will comply with all relevant legislation and regulations regarding equality, diversity, and inclusion. We will also strive to align with any industry-specific codes of practice or standards that promote equality and diversity within the beauty and aesthetics sector.

9. Review and Revision

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This equality and diversity policy will be reviewed periodically to ensure its continued relevance and effectiveness. Any necessary revisions will be made to reflect changes in legislation, best practices, or the evolving needs of our training provider and the wider community.

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