



EQUALITY AND DIVERSITY POLICY

Skin Aesthetics & Academy – Equality and Diversity Policy

Review Date: 13/6/27

At Skin Academy, we are fully committed to promoting equality, diversity, and inclusion in every aspect of our academy. We believe that everyone should be treated with dignity and respect, regardless of age, gender, race, disability, sexual orientation, religion or belief, gender identity, or any other protected characteristic. We aim to create a learning and working environment where everyone feels safe, supported, and valued.

1. Purpose of the Policy

The purpose of this policy is to:

- Promote equality of opportunity for all.
- Eliminate unlawful discrimination, harassment, and victimisation.
- Foster good relations among individuals from diverse backgrounds.
- Embed inclusive practices across all areas of the academy.

2. Scope

This policy applies to:

- All staff, tutors, and assessors
- All current and prospective students
- Clients and visitors
- Contractors and partners associated with [Your Academy Name]

3. Our Commitment

We will:

- Comply fully with the Equality Act 2010 and all relevant legislation.
- Provide training and awareness to staff and students on equality and diversity.
- Ensure that recruitment, admissions, assessment, and progression are fair and free from discrimination.
- Make reasonable adjustments for people with disabilities or additional needs.
- Tackle any form of bullying, harassment, or discriminatory behaviour swiftly and effectively.
- Celebrate and promote diversity through inclusive curriculum content, events, and day-to-day practice.

4. Responsibilities

Management Will:

- Lead by example in promoting equality and diversity.
- Ensure that this policy is implemented and regularly reviewed.
- Provide support and resources to create an inclusive environment.



Staff Will:

- Treat everyone with respect and fairness.
- Challenge and report any discriminatory behaviour or language.
- Support all students in achieving their full potential.

Students Will:

- Respect the backgrounds, identities, and opinions of others.
- Participate in training and activities that promote equality.
- Report any concerns or incidents to a member of staff.

5. Unacceptable Behaviour

The following behaviours will not be tolerated:

- Discrimination or prejudice on the grounds of protected characteristics
- Harassment, bullying, or victimisation
- Use of offensive, threatening, or inappropriate language
- Any actions that undermine the dignity of others

Incidents will be addressed in line with our policies and may lead to formal action.

6. Accessibility and Adjustments

- We are committed to removing barriers to participation for individuals with physical or learning difficulties.
- Reasonable adjustments will be made to facilities, teaching methods, assessments, and resources where necessary.

7. Monitoring and Review

- We will collect and monitor relevant data (e.g. enrolment, achievement) to assess how well we are meeting our equality aims.
- This policy will be reviewed annually or in response to changes in legislation or academy operations.

8. Raising Concerns

Anyone who feels they have experienced or witnessed discrimination should:

- Report it to a member of staff or management.
- Be assured that all complaints will be taken seriously, investigated promptly, and treated confidentially.
- Be supported throughout the process without fear of retaliation.