



Equality Policy

Policy Details	
Date Review	March 2025
Date of next review	March 2026

The objective of this policy is to provide a framework for the school to pursue its Public Sector Equality Duty (PSED) under The Equality Act (2010), which brought together over 100 pieces of existing equality legislation, as well as this existing legislation. The duty extends to all protected characteristics as well as any other vulnerable groups.

Protected characteristics are: race, disability, sex, age, religion or belief, marriage or civil partnership, sexual orientation, pregnancy and maternity and gender reassignment.

We are required to have due regard for the need to eliminate discrimination; advance equality of opportunity between people who share a protected characteristic and people who do not share it; foster good relations across all characteristics as well as between people who share a protected characteristic and people who do not share it.

The principles of this policy apply to all members of the extended school community - pupils, staff, parents, volunteers and community members. Partners and contractors are also expected to abide by the policy.

No member of staff, young person, group or project representing children and young people, or staff members should experience or cause discrimination or harassment for any reason including, however not limited to:

- Gender/Gender reassignment
- Disability
- Language
- Employment Religious/Cultural belief
- Religious/Cultural belief
- Age
- Political beliefs
- Ethnicity or race
- Sex
- Marital or civil partnership status
- Pregnancy or maternity
- Sexual orientation

Y.O.U.R Beauty School CIC aims to ensure no form of discrimination is tolerated; equality is promoted in relation to gender, age, ethnicity, race, colour, sexual orientation – negative attitudes and behaviour will not go unchallenged, diversity is valued at all times. This policy is communicated to staff and young people in addition to being made available on the YBS website:

www.yourbeautyschool.co.uk/policies. At YBS we will ensure implementation through action in the following areas:

- **Relationships and ethos** - to foster behaviour based on rights, responsibilities and mutual respect between all members of the school community; to support pupils' personal development and well-being; to address and record all forms of prejudice-related bullying; expecting all pupils to pass on information to staff that threatens equality, diversity and community cohesion.
- **The Curriculum** - uses opportunities to reflect the background and experience of pupils and families in the school. Where necessary, reasonable adjustments are made to the curriculum and can be made to the Equality Policy where required. There are opportunities in the curriculum, especially in PSHE and Relationships and Sex Education (RSE) that enable students to explore concepts and issues related to identity and equality.
- **Equality and excellence** - to ensure equal opportunities for all to succeed at the highest possible level achievable, removing barriers to access and participation in learning and wider activities, and minimising variations in outcomes for different groups.
- **Selection and Recruitment** - Selection criteria (job description and employee specification) will be kept under constant review to ensure that they are justifiable on non-discriminatory grounds as being essential for the effective performance of the job. More than one person will be involved in the selection interview and recruitment process, and all should have received training in equal opportunities and safer recruitment training.
- **Teaching and learning** - to teach pupils to understand others, promote common values and value diversity, to promote awareness of human rights and of the responsibility to uphold and defend them, and to develop skills of participation and responsible action. To include a diverse range of teaching and learning resources and materials, that are free from bias, and prepare students for life in a diverse society. To provide an environment that caters to pupils' cultural, social, moral and spiritual needs in the planning of lessons and activities.

Equality and Diversity goes beyond meeting legal obligations or targets. It is about making positive contributions to our community, treating all people with dignity and respect, and recognising the value of each individual. This means an ongoing commitment to ensuring that our services meet the varied and individual needs of all members of the school community.

Assessment	To monitor assessment procedures to ensure that they are not distorted by stereotyped attitudes and expectations.
Resources	To prepare and select resources which are free from cultural or gender bias wherever possible. Where use is unavoidable, to employ biased resources as a means of provoking discussion of equal opportunities.
General	The cooperation of all employees is essential for the success of this policy. Discrimination is not tolerated in any form and will result in disciplinary action (potentially leading to dismissal in the case of staff and file closure in the case of young people) in the case of this policy being breached. All have the opportunity to take part to fulfil their potential. All contributions are valued and appreciated.