Equality, Diversity and Inclusion Policy

Academic year 2026–2027

LIMISHA

TRAINING ACADEMY

Hair • Beauty • SEND Provision

Contents

1. Commitment **3**

2. Legal and practice framework **3**

3. Protected characteristics **3**

4. Objectives **3**

5. Responsibilities **3**

6. Inclusive practice **4**

7. Reporting and response **4**

8. Monitoring **4**

Appendix 1. Equality objection **4**

Equality, Diversity and Inclusion Policy

1. Commitment

Limisha Training Academy is committed to an inclusive learning and working environment in which every person is treated with dignity, difference is respected and barriers are identified and removed. The Academy will not tolerate unlawful discrimination, harassment, victimisation or prejudicial conduct.

2. Legal and practice framework

The policy is informed by the Equality Act 2010, including the protected characteristics and the duty to make reasonable adjustments for disabled people. Where the Academy is exercising a public function or working under a public contract, it will support the commissioner's equality duties and provide relevant evidence.

3. Protected characteristics

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race, including colour, nationality and ethnic or national origin
- Religion or belief
- Sex
- Sexual orientation

4. Objectives

- Prevent and respond to discrimination, harassment, bullying and victimisation.
- Advance equality of opportunity by removing or reducing disadvantage.
- Foster respectful relationships and understanding.
- Ensure SEND and disability do not become barriers to access, participation or progress.
- Use learner voice and data to identify unequal experiences or outcomes.

5. Responsibilities

- The Director provides oversight, approves objectives and reviews incidents and trends.
- All staff model inclusive language, challenge prejudice and make reasonable adjustments.
- Learners are expected to respect others and report concerns.
- Contractors, visitors and partners must follow Academy expectations.

6. Inclusive practice

- Curriculum materials reflect diverse identities and avoid stereotypes.
- Communication is adapted for literacy, language, sensory and communication needs.
- Religious observance, cultural needs, pregnancy, disability and health needs are considered reasonably and individually.
- Facilities, timetables and activities are reviewed for accessibility.
- Decisions are evidence-based and recorded where they materially affect a learner.

7. Reporting and response

Concerns may be raised with any member of staff. Staff must respond promptly, record the facts and consider any safeguarding issues. The Academy will support affected learners, investigate appropriately, share outcomes where lawful and decide whether wider education or preventative action is needed.

8. Monitoring

The Academy will review participation, attendance, progress, exclusions or withdrawals, complaints, bullying and prejudicial incidents for patterns. Given the small cohort, information will be interpreted carefully to protect confidentiality and avoid misleading conclusions from very small numbers.

Appendix 1. Equality objection

Any objection or concern relating to equality, diversity, inclusion, discrimination, harassment, victimisation, accessibility or reasonable adjustments should be raised promptly with a member of staff or the Director. The Academy will consider the concern in line with this policy, record the key facts, take proportionate action and review whether any wider learning, preventative action or policy update is required.