




# HALO CODE POLICY

## Corporate Policy

<b>Title of Policy Document</b>	<b>HALO CODE POLICY</b>
<b>Issue Date and Version</b>	<b>January 2023 (Version 1)</b>
Policy Reference Number	143
Has Equality Impact Assessment been completed?	Yes
Categories	<input type="checkbox"/> Core <input type="checkbox"/> Corporate <input checked="" type="checkbox"/> Equal Opportunities <input type="checkbox"/> Health and Safety <input type="checkbox"/> Housing <input type="checkbox"/> Human Resources <input type="checkbox"/> Information Governance <input type="checkbox"/> IT and Communications <input type="checkbox"/> Learning and Development <input type="checkbox"/> Professional Practice and Standards <input type="checkbox"/> Recruitment <input type="checkbox"/> Service Management <input type="checkbox"/> Stakeholder Involvement <input type="checkbox"/> Support Planning and Risk Assessment <input type="checkbox"/> Service Provision – CQC services <input type="checkbox"/> Service Provision
Signed off by	 Chief Executive
Renewal date	January 2026
First issue date	January 2023

## 1. HALO CODE INTRODUCTION

- 1.1 Creative Support is a signed member of the Halo Code, the UK's first Black Hair Code
- 1.2 The Halo Code is explicitly to protect employees who come to work with natural hair or protective hairstyles associated with their racial, ethnic or cultural identity.
- 1.3 The Halo Code in its entirety states:

*Our workplace champions the right of staff to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black employees' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.*

*We celebrate Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.*

*In this workplace, we recognise and celebrate our colleagues' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on an employees' ability to succeed.*


- 1.4 A [poster with the Halo Code](#) should be displayed in all staff offices. This can be provided by the HR Department.

## 2. CREATIVE SUPPORT PRINCIPLES

- 2.1 Creative Support are committed to supporting staff members who are part of the Black Community, including those of mixed heritage, and providing a safe workplace where people can feel safe, welcome and able to wear protective or cultural styles without fear of discrimination.
- 2.2 The texture and style of an employees' hair or wearing of cultural or religious headwear will have no impact on their ability to perform their role well, to access development opportunities and to achieve career advancement.
- 2.3 Any workplace dress codes (which may vary substantially between services) embrace all headwear and hair styles that may be worn to support the specific needs of afro-textured hair and be part of an individual's identity.
- 2.4 Managers should take the time to familiarise themselves with the hair health and cultural significance of hairstyles worn by members of their workforce, ensuring that they support and embrace cultural inclusion, appreciation and equality within their team.

## 3. CHALLENGING PRACTICE

- 3.1 If a staff member feels there is hair based discrimination, towards themselves or in reference to another colleague, they should feel confident in reporting it to a member of their management structure, a member of the HR Department or directly to a member of the Executive Management Team.
- 3.2 Bias can be distinct or indistinct, including use of language which may unfairly target

HALO Code Policy	Version 1	Issued January 2023	Approved by: 
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Black hairstyles, rules which apply only to textured hair, use of microaggressions, touching of hair or unequal views of professionalism. In all cases this is unacceptable and should be reported.

- 3.3 There may be certain exceptional services where hairstyle is restricted for safety reasons, e.g. hair may need to be tied up so it cannot be caught or gripped. This would need to be assessed as a specific risk, applied equally for all staff and cannot impact how the hair is styled as long as it is safely tied up.

HALO Code Policy	Version 1	Issued January 2023	Approved by: <i>Anna Lunt</i>
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## Equality Impact Assessment for this Policy

Is it likely that the policy <b>could</b> have a positive or negative impact on minority ethnic groups? What evidence (either presumed or otherwise) do you have for this?	Y	N	Policy supports and promotes expression of culture, heritage and personal identity as well as protective headwear/hair styles that would be specifically relevant to individuals with afro textured hair. On this basis, policy should result in a positive impact for minority ethnic groups, with no negative impact for other groups.
Is it likely that the policy <b>could</b> have a positive or negative impact due to gender (including pregnancy and maternity)? What evidence (either presumed or otherwise) do you have for this?	Y	N	N/A
Is it likely that the policy <b>could</b> have a positive or negative impact due to disability? What evidence (either presumed or otherwise) do you have for this?	Y	N	N/A
Is it likely that the policy <b>could</b> have a positive or negative impact on people due to sexual orientation? What evidence (either presumed or otherwise) do you have for this?	Y	N	N/A
Is it likely that the policy <b>could</b> have a positive or negative impact on people due to their age? What evidence (either presumed or otherwise) do you have for this?	Y	N	N/A
Is it likely that the policy <b>could</b> have a positive or negative impact on people due to their religious belief (or none)? What evidence (either presumed or otherwise) do you have for this?	Y	N	Policy supports and promotes expression of religion and personal identity in terms of headwear. On this basis, policy should result in a positive impact for people of all faiths and their ability to express these in the work place, with no negative impact for non-religious groups.
Is it likely that the policy <b>could</b> have a positive or negative impact on people with dependants/caring responsibilities? What evidence (either presumed or otherwise) do you have for this?	Y	N	N/A
Is it likely that the policy <b>could</b> have a positive or negative impact on people due to them being	Y	N	N/A

transgender or transsexual? What evidence (either presumed or otherwise) do you have for this?			
Is it likely that the policy <b>could</b> have a positive or negative impact on people due to their marital or civil partnership status? What evidence (either presumed or otherwise) do you have for this?	<b>Y</b>	<b>N</b>	N/A

Can any adverse impact be justified on the grounds of promoting equality of opportunity for a particular group? (For example, the policy may be deliberately designed to promote equality for disabled people but may run the risk of this being at the expense of non-disabled people which is permissible under law).	<b>Y</b>	<b>N</b>	N/A
Has this policy been amended or developed in the last review in order to promote equality of opportunity for any particular group? (please note any changes made)	<b>Y</b>	<b>N</b>	N/A

**Amendments made in accordance with changes in legislation.**

Has the policy been amended or developed to take account of changes in legislation, statutory guidance or accepted good practice?	<b>Y</b>	<b>N</b>	
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