



HALO

— WORKPLACE —

We are proud to adopt the 'The Halo Code' in our workplace:

"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 employee's ability to succeed."



In signing up, we want to celebrate and reinforce a culture where everyone at Creative Support feels empowered and comfortable to be themselves. There is a safe space available via the **Equality, Diversity & Inclusion Network** if you feel you need to talk to someone about any issues you may be experiencing because of your hair. You can contact the network at **EDI@creativesupport.co.uk**

We encourage everyone to check out The Halo Collective Website to learn more about hair discrimination and its history
www.halocollective.co.uk/halo-background/

To view our Halo Code Policy visit the policies section on the staff area of our website creativesupport.co.uk/staff-area