

# NANIKŌKĪ

**NaniKōkī Equal Treatment Policy** - Last Reviewed: 24/09/2025

## 1. Policy Statement

At NaniKōkī, we are committed to providing a learning environment where every individual is treated fairly, respectfully, and without discrimination. Our training programme is inclusive, safe, and welcoming to people of all identities, backgrounds, abilities, and beliefs.

We do not tolerate any form of discrimination, harassment, or victimisation and actively promote equality, diversity, and inclusion throughout our teaching, materials, and learning environment.

## 2. Scope

This policy applies to all learners, educators, guest trainers, models, visitors, and collaborators involved in The NaniKōkī CPD-Accredited Bridal Artist Programme.

It covers:

- Admissions and enrolment
- Course delivery and interaction
- Assessment and feedback
- Use of materials, images, and models
- Behaviour expectations and conduct

## 3. Our Commitments

We commit to:

- Treating all learners equally, regardless of age, race, ethnicity, gender, gender identity, sexual orientation, disability, mental health, religion, or socioeconomic background.
- Ensuring course content is representative and inclusive, with examples and visuals that reflect diverse client needs, traditions, and identities.
- Providing reasonable adjustments for learners with health, learning, or accessibility needs.
- Promoting a culture of respect, empathy, and cultural sensitivity.
- Challenging discriminatory language, behaviours, or assumptions in a constructive and educational way.

## 4. Inclusive Practice in Training

During the course, learners are:

- Encouraged to explore inclusive beauty practices for clients across all skin tones, hair types, genders, and cultural traditions.
- Supported with trauma-informed teaching methods that create psychological safety.
- Invited to discuss their needs confidentially and receive personalised support where appropriate.

# NANIKŌKĪ

## NaniKōkī Equal Treatment Policy

### **5. Reporting & Resolving Concerns**

Any learner who experiences or witnesses discrimination, unfair treatment, or inappropriate conduct is encouraged to report it confidentially to the lead educator (Charlotte Bennett). All concerns will be:

- Taken seriously
- Handled with discretion
- Investigated and followed up sensitively and fairly

Where needed, further support or resolution measures will be offered.

### **6. Monitoring & Review**

This policy is reviewed annually and whenever a concern or feedback highlights the need for change. We welcome feedback from learners to help us continually improve