



Statement of Rights and Responsibilities

Approved by: Lisa Robertson

Last reviewed on: 03/2026

Next review due: 03/2027

New You Hair Academy is committed to fostering a safe, respectful, inclusive, and trauma-informed learning environment that prioritises safeguarding and personal development.

This statement operates alongside the Academy's Safeguarding and Child Protection Policy, Behaviour Policy, Equality and Diversity Policy, Complaints Policy, and Staff Code of Conduct. All rights and responsibilities are underpinned by Keeping Children Safe in Education (2025) and the Equality Act 2010.

Rights

At New You Hair Academy, every individual has the right to:

- Be treated with dignity, respect, and fairness, free from discrimination, bullying, or harassment.
- Learn, work, and interact in a safe and supportive environment.
- Access high-quality education, training, and support services tailored to individual needs.
- Have their voices heard and be consulted on decisions that affect them.
- Receive clear and timely communication regarding policies, expectations, and changes.
- Report concerns or grievances with the confidence that they will be taken seriously and addressed appropriately.
- Be safeguarded from harm, exploitation, neglect, and abuse, with clear reporting systems in place.
- Have concerns recorded and acted upon in line with safeguarding procedures.

Responsibilities

To maintain a positive and inclusive environment, all members of the New You Hair Academy community are expected to:

- Show respect for all individuals, embracing diversity and inclusion.
- Follow policies and guidelines that contribute to a safe and productive learning space.
- Engage positively with staff, peers, and the wider academy community.
- Communicate concerns constructively, following the appropriate procedures for feedback or complaints.
- Take responsibility for actions and contribute to a respectful and supportive environment.
- Follow safeguarding expectations, including reporting concerns immediately to a Designated Safeguarding Lead.
- Respect the Academy's behaviour standards and accept proportionate consequences where these are not met.
- Use technology and social media responsibly in line with Academy policies.
- Participate in consultations and feedback opportunities to help improve the provision.

Consultation and Feedback

New You Hair Academy values the input of students, parents, and staff in shaping the academy's culture and policies. We actively seek feedback through:

- Regular student and parent surveys
- Student voice discussions
- Meetings and focus groups
- Open-door policy for concerns and suggestions
- Formal complaints procedures where concerns cannot be resolved informally.

By working together and upholding these rights and responsibilities, we ensure that New You Hair Academy remains a place where every learner has the opportunity to thrive and succeed.

For more information or to provide feedback, please contact Lisa@NYHA.co.uk