



The Halo Code

Forward As One Church of England Multi Academy Trust has proudly adopted The Halo Code.

The Halo Code is a gender-neutral policy.

The term Black is used to refer to members of the African diaspora, including those with mixed heritage, who, because of their ancestry, have Afro-textured hair.

The Halo Code champions all Afro hairstyles and aims to eradicate hair discrimination in schools and workplaces to ensure that Black pupils and employees do not face barriers or judgments because of their Afro-textured hair.

Why is the Halo Code an important step?

Black people are faced with daily racial discrimination, simply for wearing their natural hair or in a protective style. It is often thought that racism is something obvious, but it can be the microaggressions - the subtle, indirect and often unintentional actions - that have the most impact:

Appendix 1: Hair Bias History.

For Black people, being judged because of their hair can often start at school and follows them into their adult lives. Hair discrimination is a form of racism. No Black pupil or employee should have to change their natural or protective hairstyle in order to thrive.

At Forward As One, we have fully and proudly adopted The Halo Code. We champion the right for staff and pupils to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black pupils' and employees' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance. We are a community built on an ethos of equality and respect, where hair texture and style have no bearing on pupils' or employee's ability to succeed.

What does the law say?

Race-based hair discrimination is illegal under the Equalities Act 2010. Schools and workplaces have the right to enforce a dress code providing it is fair and does not unduly discriminate against any pupils or staff. Policies and practices that prohibit hairstyles which are primarily used to maintain and protect Afro-textured hair can lead to indirect discrimination.

<u>Examples of Afro Hair Types</u>		
<u>4A Hair Type</u> 	<u>4B Hair Type</u> 	<u>4C Hair Type</u> 
Type 4a hair curls typically form S-shaped spirals. The spirals form a visible curl pattern akin to the	Type 4b hair curls are typically less defined and smaller than 4a. Type 4b curls have zigzag pattern. The	Type 4c hair curls are typically small springs or coils instead of dense curls like 4a and 4b hair

circumference of a crochet needle. 4a curls are not interlocked like other hair types. The curls are well defined, with each strand independently curling away from neighbouring strands, creating loosely packed medium-sized and springy curls.

strands form a curly Z shape.

types. The uniqueness of the 4c hair type is inherent in the coils. Coils are not like curls. When hair is curly, there is an identifiable spiral stand. In contrast, coily strands are smaller and less identifiable from a distance.

4A



4B



4C



Protective Hairstyles

Curly hair is strong and resilient, but it is especially vulnerable at the curve of the curl and at the ends, making it susceptible to tangles, knots, snags and breakage. The purpose of protective styles is to protect hair from damage, maintain hydration and retain length. Whilst protective styles can be a symbol of cultural identity, they are used more prevalently to prevent the hair from environmental elements and minimise manipulation.

Cornrows

Cornrows are a style of hair braiding in which the hair is braided flat to the scalp in vertically sectioned rows.

Cornrows



Top Knot

The top knot bun is a protective style which can help protect natural hair and scalp from stressors such as over-manipulation, extreme weather, and excess product.

Top Knot



Bantu Knots

Bantu knots are styled by sectioning the hair and twisting those sections around themselves, forming tiny knots all around the head.

Bantu Knots



Box Braids

Box braids are achieved by sectioning the hair off into square shapes, then braiding it.

Box Braids



Crochet Braids

Crochet braids are also known as latch hook braids, which are a special method of braiding that builds off hair that has been cornrowed, to which extensions are added, using a crochet needle.

Crochet Braids



Rope Twists

Rope Twists are two strands of hair wrapped around each other to create a twist. Hair extensions may be added to help maintain the style and protect their natural hair as much as possible.

Rope Twists



Pineapple

The pineapple is created by gathering curls on top of the head securing it with a wrap or hair tie.

Pineapple



Flat Twists

Flat twists are created by taking a section of hair, splitting it into two pieces of hair, stretching the hair out, and twisting it from the root to the ends.

Flat Twists



Faux Locs

Faux Locs style is achieved by braiding natural hair or installing box braids and then wrapping hair extensions around each braid.

Faux Locs



Wig

A wig is a cover for the head/ natural hair made of real or artificial hair. Wigs encourage the health of natural hair underneath.

Wig



Beading and Weaving in Afro Hairstyles

The history of beading and weaving Afro Hair is a rich and fascinating journey that spans centuries and continents. Beads and weaves have been used in African hairstyles for thousands of years, serving symbols of social status, spiritual beliefs and personal expression. In the modern day, beads and weaves continue to be a source of pride and cultural identity and continuity.

Beaded Hairstyles



Weaved Hairstyles



Short Afro Hairstyles

High Top

The cut is high on the top and short on the sides and bottom.



Buzz Cut

This involves cutting the hair to a really short length with the addition of a fade.



Temple Fade

This haircut has a medium-length afro on top and features sharp edges along the facial hair and sides.



Top Afro

A hair style created by combing out the cut of the natural growth of afro-textured hair



At Forward As One, we welcome a variety of hairstyles, as we believe that a hairstyle is an expression of a person's identity.

As part of policy formulation and quality assurance process, Forward as One have worked with families of Black, Black British, Caribbean and African Background to co-construct this policy.

Hairstyles/ accessories that will not be permitted are:

- Those that hinder or prevent a person from completing their activities e.g.: staff members completing their work or a child in accessing their learning. *This policy will be applied in conjunction with the uniform policy, equality policy, equality statement and safeguarding policy.*
- Those which pose a health and safety risk e.g.: sharp edges or excessively large accessories. *This policy will be applied in conjunction with the school/ workplace's Health and Safety Policy. E.g.: hair is tied up for health and safety reasons, such as during sports, science labs, or to avoid trip hazards.*

Date:	01.03.2025	Version Control
Signed		Version 1: Master Halo Code Policy
Trustee Approval		

Appendix 1: Hair Bias History: Uprooting Hair Discrimination with The Halo Code Hair bias begins in the classroom

School is the first environment where people truly interact and engage with others. Uniqueness should be celebrated - but traditional Black hairstyles such as braids, cornrows and dreadlocks haven't typically fit into uniform policy. This means that many Black children are punished - or even suspended - simply because of their natural hair. In recent years, discrimination cases have made the headlines with Black children as young as five being sent home because their hair wasn't seen as appropriate. When common Black hairstyles are seen as unruly and untidy, it tells Black children that they aren't welcome in society.

No child should be told that they're breaking the rules because of how their hair naturally grows. Yet, Black children are often singled out and made to feel different because of it. For parents, it's devastating, but it's even worse for the child. Being accused of breaking rules and being told that their hair isn't good enough, without truly understanding why, can negatively affect their self-esteem and confidence. It has harmful implications for their future, and it can stop them from reaching their full potential.

Working with hair bias

Moving from school to the workplace, the burden of hair discrimination gets heavier. The working world has even more rules and barriers to entry. Professionalism is often tied to beauty ideals and Black people are told that their hairstyles are not suitable for their working environment. Black hairstyles are often targeted for not adhering to dress code policies. Racial hair discrimination and scrutiny has a big impact on Black people. They have to think about how their hair will be viewed by their employers, which can actively prevent them from career growth. When Black people are held back from getting a job or promotion, the Black economy and community suffers. Nobody should have to change their hair to be seen as valuable.

The Halo Code is creating change

Black people should always feel comfortable and accepted. By adopting the Halo Code, schools and workplaces pledge to embrace and celebrate Black hair. The Halo Code has a firm set of guidelines to protect students and staff from barriers and judgements because of their hair.

At Forward as One, Black hair is a source of joy, not shame.

