The Halo Code



At Accedo Care Group, we are committed to creating an inclusive, respectful and safe workplace where everyone can thrive. As part of this commitment, we proudly support **The Halo Code** — a workplace code that helps protect Black people from discrimination based on natural hair and protective hairstyles.

Our commitment

We recognise that hair is an important part of identity, culture and self-expression. Afro-textured hair and protective styles are professional, appropriate and welcome at Accedo.

No colleague should feel pressured to change their hair texture or hairstyle to meet outdated or biased standards of “professionalism”.

What the Halo Code covers

- Afros and natural curls, coils and kinks
- Locs
- Twists and braids, including cornrows
- Fades and short natural styles
- Wigs and weaves
- Headwraps, scarves and protective coverings
- Hair that is straightened using heat or chemical processes

What this means at Accedo

- We do not tolerate discrimination, bias or negative commentary about Afro-textured hair.
- Our dress and appearance expectations will never unfairly disadvantage natural hair or protective styles.
- Hair will never be a barrier to progression, opportunity or inclusion.
- Where genuine health and safety requirements apply, these will be handled fairly and sensitively.

Why this matters

Hair discrimination disproportionately affects Black people and can have a lasting impact on confidence, wellbeing and career progression. By supporting the Halo Code, we reaffirm our commitment to equality, dignity and respect for all.

About the Halo Collective

The Halo Code is led by the Halo Collective, an organisation campaigning to end hair discrimination in schools and workplaces across the UK.

Learn more about the Halo Collective

Our pledge

Accedo Care Group stands against hair discrimination and is committed to maintaining an inclusive workplace where everyone feels seen, respected and valued.