

TRUE YOGA: EQUALITY AND DIVERSITY POLICY

I Equality and Diversity Statement

True Yoga is committed to providing a safe environment where all users, students, volunteers, teachers and members can enjoy equality of opportunity.

True Yoga believes that every individual is of value and aims to cultivate an environment which respects diversity enabling each person to realise their full potential, contribute and enjoy their learning experience to the full.

True Yoga wishes to ensure that students and staff are treated solely on the basis of their merits, abilities and potential, regardless of gender, race, colour, nationality, ethnic or national origin, age, socio-economic background, disability, religious or political beliefs, trade union membership, family circumstance, sexual or other distinction.

II Commitment to Equality and Diversity

It is a fundamental tenet of the organisation that each person should be treated in line with the above statement and supported pro-actively to fulfil their potential.

III Forms of discrimination and other inappropriate behaviour

- 1 True Yoga believes that all forms of discrimination and inappropriate behaviour should be sanctioned.
- 2 Some forms of discrimination, harassment and victimisation are unlawful under the Equality Act 2010 and the organisation recognises its responsibility thereunder.
- 3 Discrimination may take many forms and be direct or indirect.
 - a) Direct discrimination is treating someone less favourably than you would treat others by reason of a protected characteristic.
 - b) Indirect discrimination is applying a condition or criterion that indirectly prejudices someone with a protected characteristic unless it can be objectively justified.
 - c) There are nine protected characteristics under the Equality Act 2010:
 - Age
 - Disability
 - Gender reassignment
 - Marriage or civil partnership
 - Pregnancy or Maternity
 - Race
 - Religion or belief

- Sex
- Sexual orientation

4 Other forms of inappropriate behaviour include¹:

- a) Bullying: using strength or power to intimidate or harm someone who is weaker.
- b) Harassment: any form of aggressive pressure or intimidation. It is unlawful when it refers to one or more of the protected characteristics.
- c) Victimisation: singling someone out for cruel or unjust treatment. It is unlawful where the matter refers to a protected act and the person has sought to complain or exercised their legal rights or because they have carried out a 'protected act' (or because you believe that a person has carried out or is going to carry out a protected act).

d) A 'protected act' is:

- Making a claim or complaint of discrimination (under the Equality Act).
- Helping someone else to make a claim by giving evidence or information.
- Making an allegation that you or someone else has breached the Act.
- Doing anything else in connection with the Act.

IV Action

- 1 True Yoga believes that any form of discrimination, bullying, harassment or victimisation is of the utmost concern and where proven amounts to gross misconduct. Any person found to be behaving in such a way WILL face appropriate action.
- 2 Anyone who believes that they have been discriminated against or suffered any other form of inappropriate behaviour will be encouraged to provide feedback and where their concerns are not resolved follow the Complaints Policy (see: www.trueyoga.co.uk/policies).
- 3 Anyone having reason to believe that the organisation or members therein are not following the statement as set out above should raise the matters in line with the Raising Concerns Policy.

V Support

- 1 The organisation is committed to equality of opportunity and believes in supporting people to achieve their full potential.
- 2 Where a member, student or other person involved in the work of the organisation requires support by reason of disability they should make an application in line with the Reasonable Adjustments Policy. (see: www.trueyoga.co.uk/policies).

¹ Oxford Dictionaries Definitions

VI Responsibility for this Policy

- 1 It is the responsibility of all those involved in True Yoga to ensure that parties are not discriminated against and that the spirit of this policy is followed.
- 2 This policy will be disseminated to all members and training given where necessary.
- 3 The organisation will seek to ensure full representation of its members.