

# **YOGA SATSANGA ASHRAM (YSA)**

## **E Q U I T Y P O L I C Y**

June 2015

# CONTENTS

<b>Sectio</b>	<b>Subject</b>	<b>Page No</b>
1	Statement of Intent	2
2	Purpose of The Equity Policy	2
3	Legal Requirements	2
4	Discrimination	3
5	Harassment	3
6	Victimisation	3
7	Bullying	3
8	Reasonable Adjustments	3
9	Implementation	4
10	Positive Action	4
11	Monitoring and Evaluation	4
12	Complaints Procedures	5
13	Communication	5
14	Review	5
	Appendix 1 – Code of Ethical Practice	6
	Appendix 2 – The Equality Act 2010	7
	Appendix 3 – Acknowledgements	7

## **STATEMENT OF INTENT**

- 1.1 YSA is fully committed to the principles of equality of opportunity. It is responsible for ensuring that no member, volunteer, job applicant or employee is unlawfully discriminated against due to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation (together the *protected characteristics* as set out in the Equality Act 2010).
- 1.2 YSA will ensure that there is open access for all those who wish to participate in the practice of yoga and that they are treated fairly, in accordance with the law and reflecting the ethos and philosophy of Yoga.
- 1.3 This Equity Policy is endorsed by the British Wheel of Yoga National Executive Committee.

## **PURPOSE OF THE EQUITY POLICY**

- 2.1 YSA recognises that inequalities and discrimination still exist in society and that these may limit opportunities to participate equally and fully in the practice of yoga at all levels.
- 2.2 YSA promotes inclusion and will take steps to mitigate against inequality and prevent discrimination (intentional or unintentional), or other unfair treatment of its members, volunteers, employees and participants.

## **LEGAL REQUIREMENTS**

- 3.1 YSA is required by law not to discriminate against its members, volunteers, employees and practitioners taught by YSA teachers, and recognises its legal obligations under the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant.

## **DISCRIMINATION, HARRASSMENT, VICTIMISATION AND BULLYING**

- 4.1 YSA recognises the following as being unacceptable.  
It regards any form of discrimination, harassment, victimisation or bullying as gross misconduct and any member, volunteer or employee found to be engaging in such behaviour will be subject to the appropriate disciplinary action.

## DISCRIMINATION

4. 2. 1 **Direct Discrimination** is treating someone less favourably than you would treat others for reasons relating to a *protected characteristic*.

4. 2. 2 **Indirect Discrimination** is applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular *protected characteristic*. Such requirements or conditions should only be applied if they can be objectively justified.

## HARASSMENT

5.1 Harassment is any form of unwanted or unwelcome behaviour that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

## VICTIMISATION

6.1 **Victimisation** is treating someone less favourably because he or she has in good faith used the organisation's complaints procedure, exercised his or her legal rights, or has supported colleagues who have done so. The British Wheel of Yoga will fully support and protect anyone who exercises his or her legal rights and/or supports anyone who has done so.

## BULLYING

7.1 **Bullying** is the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

## REASONABLE ADJUSTMENTS

8.1 YSA recognises that it has a duty to make reasonable adjustments for disabled persons. It will consider all requests for adjustments and where possible will accommodate reasonable requests and will work with disabled members, volunteers and employees to implement any adjustments that will enable them to participate more fully.

## **IMPLEMENTATION**

- 9.1 YSA's Directors are responsible for ensuring that the existence of this policy is communicated to and understood by all members, volunteers, employees and participants and that all breaches are dealt with appropriately.
- 9.2 The Directors have overall responsibility for the implementation of this policy, unless another member of staff is designated this role formally.
- 9.3 The Directors have the overall day-to-day responsibility for achieving any equality related action plans that arise from this policy.
- 9.4 All members, volunteers and employees have responsibilities to respect, act in accordance with, and thereby support and promote the spirit and intentions of this policy.
- 9.5 Equality and Diversity training will be provided for all teaching members, volunteers and employees to support implementation if deemed necessary by the Directors.

## **POSITIVE ACTION**

- 10.1 The YSA will take positive action to address any under- representation in its membership, workforce, or those wishing to participate in the practice of yoga.

## **MONITORING AND EVALUATION**

- 11.1 The YSA will set up monitoring systems and evaluate the policy, practices, procedures, operations and recruitment/selection of students, volunteers and staff on an ongoing basis when required and deemed appropriate.
- 11.2 Monitoring and evaluation information will be used to identify any areas of under-representation. The information will be used to guide programme development and promotional work.

## **COMPLAINTS PROCEDURES**

- 12.1 To safeguard individual rights under the policy, a member, volunteer or employee who believes that s/he has suffered inequitable treatment within the scope of the policy may raise the matter through the Equity & Welfare Manager or CEO, using the appropriate procedure.
- 12.2 Appropriate disciplinary action will be taken against any member, volunteer or employee who violates YSA Yoga's Equity Policy.
- 12.3 The YSA, its members, volunteers and employees have the responsibility of maintaining the integrity of any complaints or disciplinary procedure. This in turn will increase the level of confidence in the procedures.
- 12.4 All YSA members, volunteers and employees will have access to the procedures referenced in this Equity Policy.

## **COMMUNICATION**

- 13.1 A copy of this policy will be made available to all members, volunteers and employees of the YSA on the premises or on-line.
- 13.2 The YSA of Yoga Equity Policy will be available
  - On the website [www.yogasatsang.org](http://www.yogasatsang.org)
  - At any staff / volunteer induction training on the premises of YSA

## **REVIEW**

- 14.1 This Equity policy will be reviewed at least once every three years.

## APPENDIX 1

### **CODE OF ETHICAL PRACTICE FOR YSA TEACHERS**

Teachers should comply with the principles of good, ethical practice as listed below:

- Respect the right, dignity and worth of every person and treat everyone equally within the context of yoga.
- Place the well-being and safety of the student above the development of the practice. They should follow all guidelines laid down by YSA and hold appropriate insurance cover.
- Develop an appropriate working relationship with students, based on mutual trust and respect. Teachers must not exert influence to obtain personal benefit or reward.
- Encourage and guide students to accept responsibility for their own behaviour and practice.
- Hold up-to-date and appropriate teaching qualifications.
- Ensure the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the individual.
- Clarify with students at the outset (and where appropriate with their parents) exactly what is expected of them and what they are entitled to expect from the teacher.
- Co-operate fully with other specialists (e.g. other teachers, doctors, etc.) in the best interests of the student.
- Always promote the positive aspects of yoga (e.g. non-competitiveness).
- Consistently display high standards of behaviour and appearance.

## APPENDIX 2

### THE EQUALITY ACT 2010

The Equality Act 2010 brought all previous equalities legislation under one single law. This law identifies nine *protected characteristics*, which are

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

## APPENDIX 3

### ACKNOWLEDGEMENTS

The YSA wishes to acknowledge and thank the following in the production of this document:

THE BRITISH WHEEL OF YOGA (BWY)

Who likewise acknowledge the following organisations for the production of their documents:

- Sport Structures Ltd
- VAGA Associates
- Aj Sharma, Equality & Diversity consultant for Sport England
- Sport England
- Sportscoach UK
- Sport and Recreation Alliance
- The Football Association
- English Lacrosse Association
- The Child Protection in Sport Unit of the NSPCC
- The National Ice Skating Association