

Equality and Diversity Policy

Statement of Policy

The aim of this policy is to communicate the commitment of Yoga Scotland to the promotion of equality of opportunity within the organisation and equality of access to its services.

It is our aim to provide equality in respect of all aspects of our operation, including the promotion of yoga, governance, delivery of the teacher-training programme and other training opportunities. In particular, the organisation is committed to promoting equal treatment across the protected characteristics as identified in the Equalities Act 2010.¹

We are opposed to all forms of unfair and unlawful discrimination. All members, course applicants, workers and job applicants (actual or potential) will be treated fairly and selection for employment, promotion, training or any other benefit will be on the basis of aptitude and ability.

We are committed to:

- ❖ preventing direct or indirect discrimination or victimisation
- ❖ promoting equal opportunities for all
- ❖ promoting a good and harmonious working environment where all workers, students and trustee are treated with respect and dignity and in which no form of intimidation or harassment will be tolerated
- ❖ fulfilling all legal obligations under the relevant legislation and associated codes of practice

Implementation

The Trustee Board has specific responsibility for the effective implementation of this policy. All course tutors also have responsibilities, and we expect all of those who work for us to abide by this policy and help create the positive working environment which is its objective.

In order to implement this policy, we will ensure that:

- ❖ the policy is communicated to all members, workers and students through our magazine and website. Course applicants and job applicants will be informed of the content of the equality and diversity policy.
- ❖ Appropriate training and guidance will be provided during induction for trustees
- ❖ All those involved in assessing applicants for jobs and for the teacher training course will receive guidance in non-discriminatory recruitment and selection techniques
- ❖ Existing and new policy documents are reviewed in terms of this Policy and amended as required

- ❖ Promotional and publicity materials are reviewed in terms of this Policy and amended as required
- ❖ Adequate resources are made available to fulfil the aims of this Policy

Monitoring and review

We are committed to monitoring the impact of this policy through an annual report to the Trustee Board and will review this policy after three years.

Complaints

Workers, members, students or trustees who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the complaint's procedure. A copy of these procedures is available from our Admin team or from our website. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

Every effort will be made to ensure that any worker, member, student or trustee making complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly, and confidentially.

¹ These are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.