

THE BRITISH WHEEL OF YOGA



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YOGA™

EQUITY POLICY

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STATEMENT OF INTENT

- 1.1 The British Wheel of Yoga 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 or sexual orientation (together the *protected characteristics* as set out in the Equality Act 2010).
- 1.2 The British Wheel of Yoga 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 The British Wheel of Yoga 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 The British Wheel of Yoga 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 The British Wheel of Yoga is required by law not to discriminate against its members, volunteers, employees and practitioners taught by BWY 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 The British Wheel of Yoga 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 The British Wheel of Yoga 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 The British Wheel of Yoga's Equity & Welfare Manager is 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 Chief Executive Office and the National Executive Committee have overall responsibility for the implementation of this policy.
- 9.3 The Equity & Welfare Manager, supported by the CEO, has 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.

POSITIVE ACTION

- 10.1 The British Wheel of Yoga 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 British Wheel of Yoga will set up monitoring systems and evaluate the policy, practices, procedures, operations and recruitment/selection of students, volunteers and staff on an ongoing basis.
- 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 the British Wheel of Yoga's Equity Policy.
- 12.3 The British Wheel of Yoga, 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 British Wheel of Yoga 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 British Wheel of Yoga.
- 13.2 The British Wheel of Yoga Equity Policy will be available
- On the website – www.bwy.org.uk
 - At any staff / volunteer induction training

REVIEW

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

APPENDIX 1

CODE OF ETHICAL PRACTICE FOR BWY 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 The British Wheel of Yoga 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

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