



Equality and Diversity Policy in affiliation with



Vision and purpose

Lime House Yoga is committed to providing a safe environment where all members, volunteers, paid members of staff, interns, students, teachers, trainees or teaching assistants can enjoy equality of opportunity.

Lime House 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.

Lime House Yoga wishes to ensure that all 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.

This policy should be read in conjunction with the following documents:

- Code of Ethics and Safe Spaces
- Practitioner – Teacher Guidelines
- Whistleblowing Policy
- Safeguarding Policy
- Grievance Procedure

Definitions

Teacher – the term ‘teacher’ refers to any Lime House faculty member, teacher, studio, volunteer or trainee teacher who is offering the yoga practice to another person.

Trainee – the ‘trainee’ refers to a person who is currently undertaking a programme of study leading to a teaching certificate.

Practitioner – the term ‘practitioner’ refers to a person undertaking a yoga practice.

Volunteers – the term ‘volunteer’ refers to a person undertaking a role that is unpaid

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. We recognise that legislation differs and teachers and studios should investigate the laws applicable to them in their own country. This Policy has been drafted with the UK in mind where Equality and Diversity is enshrined in UK law and we believe represents best practice.

Forms of discrimination and other inappropriate behaviour

Lime House Yoga believes that all forms of discrimination and inappropriate behaviour should be sanctioned.

In the UK some forms of discrimination, harassment and victimisation are unlawful under the Equality Act 2010 and Lime House Yoga recognises its responsibility thereunder.

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

Other forms of inappropriate behaviour include:

- 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.

Action

Lime House 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 investigation and resulting action and this may include the revocation of Lime House Yoga certification or employment.

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 *Grievance Procedure*.

Support

The organisation is committed to equality of opportunity and believes in supporting people to achieve their full potential responsibility for this Policy

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



Signed:

Date: 30th December 2019

Insert Name: Emma Rowse

Insert Job Title: Lime House Yoga Director

Review Date: 30th December 2020

We gratefully acknowledge and appreciate drawing on the work of [True Yoga](#).