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Charity Number: 1190806

YIHA Equality, Diversity, and Inclusion Policy

The Yoga in Healthcare Alliance (YIHA) aims to establish an organisation that is truly representative of all sections of society, where everyone encountering the activities of the organisation feels respected and is given equitable opportunity to achieve their potential.

In providing services to NHS patients, Yoga teachers and other stakeholders, YIHA is committed to meeting high standards and avoiding unlawful discrimination.

The policy's purpose is to:

- Provide a framework of standards that ensures equality, fairness, and respect for those that come in to contact with the activities of the YIHA, whether that be those that are working for or representing the organisation or receiving services from it.
- Safeguard against unlawful discrimination as defined by the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex, and sexual orientation.
- Safeguard against all forms of unlawful discrimination that relate to pay and benefits, terms, and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities.

The YIHA commits to:

- Promote equality, diversity, and inclusivity for those working or volunteering for the YIHA or those teaching and representing the YIHA.
- Create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued. This commitment includes training directors, workers, trainees, tutors and volunteers and anyone involved with running our organisation or delivering programmes on behalf of or representing the organisation about their rights and responsibilities under the Equality, Diversity, and Inclusion Policy. Responsibilities include staff, trainees, tutors and volunteers conducting themselves to help the organisation provide equity of opportunity in

employment, and service delivery and prevent bullying, harassment, victimisation, and unlawful discrimination.

- Ensure that all staff, directors, tutors, trainers, and volunteers understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against fellow employees, colleagues, volunteers, clients, and patients.
- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, trainees, tutors, customers, service users, suppliers, visitors, the public and any others in the course of the organisation's activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Furthermore, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. Harassment, under the Protection from Harassment Act 1997, which is not limited to circumstances where harassment relates to a protected characteristic as cited in the Equality Act 2010, is a criminal offence. Also see YIHA Bullying and Harassment Policy.

- Make opportunities for training, development, and progress available to all staff, tutors, trainers, board members and volunteers, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Ensure all tutors and trainers are competently trained in the principles of equality, diversity, and inclusivity in order to ensure that these principles are maintained throughout any training offered by those representing the YIHA and that all clients/patients in receipt of YIHA programmes are treated fairly, equally and with respect.
- Ensure all decisions concerning staff, tutors, board members or volunteers are based on merit (apart from any necessary and limited exemptions and exceptions allowed under the Equality Act 2010).
- Review employment and volunteer practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
- Monitor the make-up of the organisation regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion, and in meeting the aims and commitments set out in the Equality, Diversity, and Inclusion Policy.
- Reflect the principles in of this Equality, Diversity and Inclusion Policy in the training provided by YIHA and recruitment of trainees to YIHA programmes

Monitoring will also include assessing how the Equality, Diversity and Inclusion Policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The Equality, Diversity and Inclusion Policy is fully supported by the YIHA Board of Directors and provides the framework in which Yoga4Health teachers can be trained by the YIHA. YIHA Yoga4Health Teacher training and resources provide further guidance for Yogs4Health trainee tutors on the expectations of their role and how they can ensure that their programme delivery maintains YIHA standards in relation to Equality, Diversity, and Inclusivity.

Details of the organisation’s grievance and disciplinary policies and procedures can be found on the YIHA website. This includes with whom an employee or volunteer should raise a grievance, usually their line manager.

Use of the organisation’s grievance and/or disciplinary procedures does not affect an employee’s right to make a claim to an employment tribunal within three months of the alleged discrimination.

Change Record

Date of Change:	Changed By:	Comments:
3.12.20	Paul Fox	Policy approved by the Trustees
15.3.20	Paul Fox & Amanda Jane Crompton	Policy approved by the Trustees
15.03.2021	AJC	Reviewed for currency
28.11.2022	AJC	Reviewed and revised
30.11.2022	PF	Approved