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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, NHS staff, 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.

YIHA policies are regularly reviewed and monitoring processes assess how the Equality, Diversity and Inclusion Policy, and supporting action plans, are working in practice.

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 and Yoga4NHS Teacher training and resources provide further guidance for YIHA/Yoga4Health/ Yoga4NHS trainees and 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.

The YIHA commits to:

- Upholding and implementing the aims and principles of this policy.
- Ensuring that they meets their legal obligations relating to equality.
- Build capability in the development of an inclusive culture, proactively seeking to eliminate disadvantage and promote inclusivity.
- Promoting equality, diversity, and inclusivity for those working or volunteering for YIHA and those teaching and representing YIHA.
- Create working and practice environments that are free from bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of everyone are recognised and valued. This commitment includes training directors, workers, trainees, tutors and volunteers and anyone involved with running our organisation, delivering programmes on behalf of or representing the organisation.
- Fostering a culture that respects everyone's rights and responsibilities under the Equality Act 2010 and this Equality, Diversity, and Inclusion Policy.
- Ensure that those working with or representing YIHA understand, and receive training to support their understanding of, their equality, diversity and inclusion responsibilities and how to conduct themselves, ensuring the provision of equity of opportunity in employment and service delivery and working together to 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 service users.
- Take seriously, and appropriately address, any 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 in line with YIHA's Bullying and Harassment Policy and where appropriate the organisation's Grievance and/or Disciplinary procedures, and appropriate action will be taken.*
- 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/ service users 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.

Yoga4Health/ Yoga4NHS Tutors delivering the programmes are responsible for:

- Upholding the aims and principles of this policy.
- Creating practice environments that are free from bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of everyone are recognised and valued, creating a safe and inclusive environment that celebrates diversity.
- Promoting and implementing the aims and principles of this policy with their colleagues, peers and service users/ NHS staff.
- Fostering a culture in which equality, diversity and inclusion principles and considerations are embedded into their Yoga4Health/ Yoga4NHS sessions.
- Appropriately addressing and reporting any acts or complaints of bullying, harassment, victimisation and unlawful discrimination.

Employees and volunteers are responsible for:

- Upholding and implementing the aims and principles of this policy.
- Promoting equity of opportunity.
- Fostering a culture in which equality, diversity and inclusion principles and considerations are embedded.
- Contributing to a safe and inclusive environment that celebrates diversity.
- Promoting and implementing the aims and principles of this policy with colleagues, students, clients and anyone that they may come in to contact with in their role as a TMI employee.

Breach of the Policy

YIHA will take seriously any instances of non-adherence to the Policy by trainers, trainees, Yoga4Health/ Yoga4NHS tutors , employees and volunteers. Any reported instances of non-adherence will be investigated with the intent to resolve them. Where appropriate, such instances may be considered under the relevant Grievance or Disciplinary Policy and procedures.

Where appropriate and in the first instance, all grievances about breaches of this Equality, Diversity and Inclusion Policy should be raised at a local level with a view to informal and timely resolution. If such attempts to resolve complaints are not successful, or are inappropriate due to the nature of the breach of the Policy, then the following policies will come into force:

YIHA Bullying and Harassment Policy

YIHA Safeguarding Policy
YIHA Grievance Policy
YIHA Disciplinary Policy
YIHA Malpractice in the Workplace Policy

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	PF and AJC	Policy approved by the Trustees
15.03.2021	AJC	Reviewed for currency
28.11.2022	AJC	Reviewed and revised
30.11.2022	PF	Approved
30.11.2023	AJC	Reviewed for currency
30.04.2024	AJC	Revised
15.05.2024	PF	Approved