



## **BWYQ Equality and Diversity Policy**

### **Introduction, Aims and Purpose**

BWYQ believes in the principles of fairness, diversity and equality and aims to ensure that our yoga community embraces, acknowledges and is representative of all sections of society. BWYQ encourages equality and respect for all, so that everyone can achieve their potential.

The purpose of this policy is to set out the BWYQ intention to provide a service that treats everyone according to the principles of fairness, diversity and equality.

BWYQ opposes all forms of unlawful and unfair discrimination including;

- discrimination on the grounds of protected characteristics i.e. age, disability, gender reassignment, pregnancy and maternity, race, religion, sex or sexual orientation.
- terms and conditions of employment.

Actions that contravene this policy will be seen as misconduct and could lead to disciplinary proceedings.

### **The BWYQ commitment:**

BWYQ is committed to delivering a service and range of qualifications that are fair, accessible and that do not include any unnecessary barriers to entry or accessibility to those who are delivering, enrolled on or have taken a BWYQ approved qualification or unit.

Furthermore, BWYQ is committed to;

- Creating an environment in which individual differences and the contributions of everyone are recognised and valued.
- Zero-tolerance of intimidation, bullying or harassment.
- Training, development and progression opportunities are available to all staff.

### **Centre's Responsibility**

It is important that everyone involved in the delivery of BWYQ qualifications and learners enrolled on our qualifications are made fully aware of the contents of this policy.

We expect BWYQ recognised Centres to enable learners to have equal access to training and assessment for qualifications and not to discriminate against any learner based on age, disability,

gender reassignment, pregnancy/maternity (includes breastfeeding), race, religion, sex or sexual orientation (protected characteristics).

Centres are required to have in place a policy to ensure that such discrimination does not occur directly, indirectly or as a result of pressure from other bodies. This policy should apply to all satellite/associated venues, with arrangements in place to monitor its application and effectiveness.

All learners must be made aware of the centre policy and understand their responsibility to adhere to it. When they believe that an individual or organisation is not acting in accordance with the policy they must know how to report these concerns.

Where complaints relating to issues of inequality cannot be satisfactorily resolved by the centre, learners must be made aware of their right to appeal to us (see BWYQ 019 Complaints Policy).

## **BWYQ Staff**

All employees, whether part-time, full-time or temporary, will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be based on skills and ability. All employees will be helped and encouraged to develop to their full potential, with the talents and resources of the workforce fully utilised to maximise the efficiency of the organisation.

BWYQ is committed to incorporating specific and appropriate duties in respect of implementing equality of opportunity into job descriptions and work objectives of all BWYQ staff. We will provide equality training and guidance as appropriate; initially as part of the staff induction programme but also through on-going developmental training and access to this policy.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment. They must take seriously complaints of bullying, harassment, victimisation and unlawful discrimination revealed in the course of their work.

## **Qualification Development**

BWYQ has a duty to ensure there are no barriers to entry or accessibility within the units and qualifications we develop, deliver and/or offer, other than those directly related to the purpose of the units or qualifications. The nature of any barriers will be stated and the reason, in the context of the qualification, made explicit.

Ways of mitigating potential barriers, including use of reasonable adjustments or special considerations will be followed in line with the BWYQ 013 Special Considerations and BWYQ 012 Reasonable Adjustments policies.

## **Monitoring the success and relevance of BWYQ arrangements**

BWYQ is committed to complying with all current and relevant legislation, which at the time of writing includes, but is not limited to, the Equality Act 2010 and Northern Ireland Equality Law.

As part of the learner registration and certification processes BWYQ may collect essential information in accordance with the Data Protection Act 2018 (incorporating the General Data Protection

Regulations) relating to diversity, requests for special considerations, access arrangements or feedback from learners, Centres and other stakeholders.

Anything which suggests that our provision or services may have had a negative impact on learners will be identified and acted upon in line with documented procedures for developing and reviewing units and qualifications.

## Review arrangements

BWYQ will review this policy annually and revise it as necessary in response to customer and learner feedback, changes in BWYQ practices, information and actions from the regulatory authorities or external agencies or changes in legislation.

Feedback is welcome via the contacts at the end of this statement.

## Communication

A copy of this statement is available to all members, volunteers and employees of the British Wheel of Yoga Qualifications.

BWYQ recognises its responsibility to ensure that its website and other forms of communication are accessible to disabled persons.

## Contact us

If you have any queries, please contact BWYQ Operations Coordinator:

[bwyqcoordinator@gmail.com](mailto:bwyqcoordinator@gmail.com)

Document History		
Date	Staff member	Action
July 2015	<i>BWYQ Operations Coordinator and Responsible Officer: Amanda Buchanan. Reviewed and revised in consultation with BWY Safeguarding and Diversity Manager and with due cognisance to guidance issued by the Equality and Human Rights Commission.</i>	<i>Reviewed and revised</i>
July 2016	<i>BWYQ Operations Coordinator and Responsible Officer: Amanda Buchanan.</i>	<i>Reviewed &amp; sent to Safeguarding &amp; Diversity Manager for approval</i>
July 2017	<i>Head of BWYQ Operations Amanda Buchanan</i>	<i>Reviewed &amp; sent to Safeguarding &amp; Diversity Manager for approval</i>
November 2018	<i>BWYQ Operations Coordinator</i>	<i>Reviewed and revised</i>
November 2018	<i>BWYQ Directors</i>	<i>Approved</i>
August 2020	<i>BWYQ Operations Coordinator</i>	<i>Reviewed and revised</i>
December 2020	<i>BWYQ Operations Coordinator</i>	<i>Reviewed and revised from a statement to a policy</i>
December 2020	<i>BWYQ Directors</i>	<i>Approved</i>
November 2021	<i>BWYQ Operations Coordinator</i>	<i>Reviewed</i>
December 2021	<i>BWYQ Directors</i>	<i>Approved</i>
November 2022	<i>BWYQ Operations Coordinator</i>	<i>Reviewed</i>
December 2022	<i>BWYQ Directors</i>	<i>Approved</i>
September 2024	<i>BWYQ Operations Coordinator</i>	<i>Reviewed</i>