



Equality and Diversity Policy

Introduction, Aims and Purpose

Mindbody Wellness Training Ltd (hereinafter called 'the Centre') 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. The Centre encourages equality and respect for all, so that everyone can achieve their potential.

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

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

The Centre commitment:

The Centre 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.

The Centre is committed to delivering services that are fair, accessible and that do not include any unnecessary barriers to entry or accessibility to those who are enrolled on or have taken a Centre course.

Furthermore, the Centre 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.
- Ensuring that training, development and progression opportunities are available to all staff.

We believe in our duty to ensure there are no barriers to entry or accessibility within the courses we deliver, other than those directly related to the purpose of the units or qualification being studied. 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 Centre Special Considerations and Reasonable Adjustments policies.

The Centre 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.

The Centre 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.

Monitoring the success and relevance of the Centre arrangements

The Centre 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 course delivery the Centre 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.

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

The Centre will review this policy a regularly and revise it as necessary in response to customer and learner feedback, information and actions from the awarding organisation or external agencies or changes in legislation.

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

BWYQ policy documents are available to centres on the BWYQ web page: <https://bwyq.org.uk/bwyq-policies>

Contact us

If you have any queries, please contact the Centre on training@mindbodywellness.uk