

The Yogi Group – Equality & Diversity Policy

1. Policy Summary

This policy sets out The Yogi Group (TYG Ltd.)’s commitment to Equality and Diversity, and what we will do to create a safe and inclusive organisation that grows to proactively dismantle barriers, eliminate discrimination and create equality for all those within our organisation and those we serve.

2. Policy aims

The aim of The Yogi Group’s Equality & Diversity Policy is to ensure we:

- Treat everyone with dignity, fairness and respect and recognise individual uniqueness and identity regardless of any protected characteristic, combination of protected characteristics, or any other characteristic(s), socio-economic or demographic factors and/or cultural traits that may expose them to unfair disadvantage.
- Challenge all forms of unequal, offensive and unlawful treatment.
- Recognise that certain people are more disadvantaged and address their individual needs to overcome disadvantage and discrimination and ensure equity. This includes acknowledging the additional challenges that may be faced by our people around the world and in different cultures; working to support these individuals and acting equitably to protect their security and safety.
- Develop a culture which attracts and retains people from the widest possible range of backgrounds and experiences and create a positive experience for all.
- Design and provide services that meet the needs of diverse communities, and which are accessible to all.

3. Scope

This policy applies to:

- Any persons working for, with, or under TYG Ltd.’s name. This includes all our staff (both employed and self-employed) and contractors. The policy also relates to job applicants.
- All our work in nurseries, schools, colleges and studios.
- All third-party providers, business partners, supporters, and stakeholders.

4. Protected Characteristics

People are legally protected from discrimination by the Equality Act 2010. It is against the law to discriminate against someone because of the following protected characteristics: age;

disability; gender reassignment; marital or civil partnership status; pregnancy and maternity; race including racial group, ethnic or national origin, or nationality; religion or belief; sex; and sexual orientation.

5. Standards

As an organisation, we will:

- Promote equity, dignity, fairness, inclusion and respect for all those who work with or for us and have dealings with our organisation.
- Create a culture that is free from prejudice, bullying, harassment, victimisation, discrimination and offensive behaviour.
- Provide support and take complaints of discrimination, unequal, unlawful, or offensive treatment seriously. Including, ensuring those who witness, or experience it, know how and where to make complaints and seek support.
- Proactively uphold and advance the rights of individuals belonging to the legally recognised characteristics under the Equality Act 2010, as well as those who may experience discrimination and marginalisation outside the Act's scope.
- Consult and engage with our staff to enhance our understanding of the needs of, and obstacles faced by, those from marginalised groups.
- Ensure that our recruitment and development processes are transparent and fair to all, remove barriers to progression and proactively widen diversity within the organisation.
- Make jobs at all levels accessible, available on a flexible basis, where possible, and proactively make reasonable adjustments to accommodate the needs of our staff.
- Commit to ensuring transparency in decisions, equality in pay, benefits, and job evaluations, and ensure any disparity in terms and conditions is eliminated.
- Work to raise awareness of, and provide support for, health, safety, and wellbeing issues.

6. Responsibilities

This policy supports our compliance with the requirements of relevant UK legislation, including the Equality Act 2010.

It is the responsibility of the Company Director (Laura Mitchell) to uphold, develop, monitor and review this policy and to champion equality and diversity within the organisation.

All staff working with or for TYG Ltd. are responsible for adhering to this policy.

Any breaches of this policy will be investigated.

Laura Mitchell
Director of TYG Ltd.
REVIEW 31.08.2024