

Feldenkrais Guild UK - Equality & Diversity Policy

1. Policy Statement

The Feldenkrais Guild UK (FGUK) is committed to encouraging equality, diversity and inclusion among our membership, and eliminating unlawful discrimination.

In particular, we shall not discriminate against any person on the basis of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (which are "protected characteristics" under the Equality Act 2010, "the Act"): all are entitled to be treated with respect and dignity. This Policy aims to remove unfair and discriminatory practices within FGUK and the services it provides.

This Policy applies to all aspects of FGUK's work, including its relationship with contractors, employees, relations between members at all levels and external parties. All members and employees of FGUK must adhere to the Policy and promote FGUK's aims and objectives with regard to equality and diversity. The Committee has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law.

2. What is discrimination?

Discrimination by or against a member or employee is generally prohibited unless there is a specific legal exemption under the Equality Act 2010. Discrimination may be direct or indirect and it may occur intentionally or unintentionally. Direct discrimination occurs where someone is treated less favourably because of one or more of the protected characteristics set out above. For example, rejecting an application for membership on the grounds of race because the applicant would not "fit in" would be direct discrimination. Indirect discrimination occurs where someone is disadvantaged by an unjustified provision, criterion or practice that also puts other people with the same protected characteristic at a particular disadvantage.

Harassment related to any of the protected characteristics is prohibited. Harassment is unwanted conduct that has the purpose or effect of violating someone's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Victimisation occurs when a person is treated less favourably because they have brought or intend to bring proceedings or they have given or intend to give evidence.

3. Objectives of this Policy

- a. To provide equality, fairness and respect for all members and employees
- b. To not unlawfully discriminate because of the protected characteristics (as detailed in the Equality Act 2010 - see section 1.) in every aspect of FGUK's functions, including without limitation:-
 - all staff and contractors employed by FGUK
 - all aspects of promotional, educational, and campaigning functions of FGUK
 - all aspects of the work of FGUK's Committee and Working Groups
 - the practice of the Feldenkrais Method by all FGUK members

c. To ensure that recruitment, promotion, training, development, benefits, pay, terms and conditions of employment and dismissals are determined on the basis of capability, qualifications, experience, skills and productivity.

4. FGUK Strategy

a. An Equality & Diversity Working Group will meet a minimum of three times per year to scrutinise all aspects of FGUK's work and make recommendations where appropriate.

b. FGUK will promote this policy to its membership and make relevant guidelines and resources available on its website.

c. Any alleged breach of this policy by any officer, member or employee of FGUK will be put before the Committee and the alleged offender may be subject to the complaints procedure. In respect of all employees, breach of this policy is a dismissible offence.

5. Disability

FGUK encourages its members and employees to tell FGUK about any relevant disability so that FGUK can, if possible and where relevant, offer appropriate support. FGUK has a duty to make reasonable adjustments to facilitate the employment of a disabled person provided such adjustments are within the financial means of FGUK.

6. Responsibility for the Implementation of this Policy

a. All employees, contractors and members of FGUK are required to act in a way that does not subject any other employees, contractors, members or clients to direct or indirect discrimination, harassment or victimisation on the grounds of the protected characteristics described above.

b. The co-operation of all employees and members is essential for the success of this policy. Committee members are expected to follow this policy and to try to ensure that all employees, contractors and members of FGUK do the same. From time to time FGUK will consider whether training is needed to assist with this duty.

7. Breaches of this Policy

a. Any member or employee believing that they may have been discriminated against is encouraged to raise the matter through the FGUK's complaints procedure.

b. Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with complaints procedure. Members and employees who make such allegations in good faith will not be victimised or treated less favourably as a result. False allegations which are found to have been made in bad faith will, however, be examined by FGUK's Committee and dealt with under the relevant complaints, disciplinary or grievance procedure.

c. Any employee or FGUK member who is found to have committed an act of discrimination or harassment will be subject to disciplinary action. Such behaviour may constitute gross misconduct and, as such, may result in summary dismissal from employment and/or expulsion from membership. FGUK takes a strict approach to serious breaches of this policy.

8. The Status of this Policy

a. This policy does not form a part of any employment contract with any employee of FGUK.

b. FGUK reserves the right to amend and update this policy at any time.

This Policy was approved & adopted by the Feldenkrais Guild UK at the AGM September 2021