

## **Our Equity, Diversity and Inclusion Policy**

### **Introduction**

Good Times Movement Company Ltd is an inclusive yoga and movement space committed to upholding equity, diversity and inclusion in everything we do. We are dedicated to upholding the Equality Act 2010 which legally protects people from discrimination due any of the nine protected characteristics.

We are all unique individuals with a wide breadth of lived experiences and we acknowledge the historical, systemic and structural disadvantages of some individuals or groups and seek to reduce barriers where we are able, and to create an environment where our employees, volunteers, students and members of the public we interact with can be their authentic selves and reach their full potential. We believe that equity, diversity and inclusion benefits everyone.

### **Our Commitments**

- We strive to create an environment and community that promotes dignity and respect for all, for employees, volunteers, students and members of the public we interact with
- We strive for members of our community to feel like they belong
- We will not not tolerate any form of intimidation, bullying or harassment on any grounds
- We will ensure any complaints raised in relation to this policy are dealt with in a timely manner
- We expect everyone who works or volunteers for Good Times Movement Company Ltd to be a champion for Equity, Diversity and Inclusion and to work together to actively create an inclusive culture

### **Legal requirements**

Good Times Movement Company Ltd is required by law not to discriminate against our employees, volunteers, students, or job applicants and recognises our legal obligations under the Equality Act 2010 and any later amendments to such legislation or subsequent equality related legislation that may be relevant.

No individual may be discriminated against due to the nine protected characteristics listed in the Equality Act 2010 (age, disability, marriage or civil partnership, sex, gender reassignment, religion or belief, sexual orientation, pregnancy or maternity, race). We regard any form of discrimination, harassment, victimisation or bullying as gross misconduct and any employee, volunteer, or student found engaging in such behavior will face appropriate disciplinary measures.

## **Recruitment and reasonable adjustments**

- We aim for our workforce to be representative of the diverse society we live in
- We will ask job applicants if they require reasonable adjustments during the recruitment process and if hired, will continue to make reasonable adjustments during the individuals employment where possible
- We recognise that reasonable adjustments are unique to each individual and will endeavor to tailor support measures accordingly, ensuring that everyone can fully participate and contribute to our community

## **Review**

This policy will be reviewed and updated annually or as required to reflect subsequent equality related legislation updates and best practise.