

Chudography Yoga Teacher Training

Equality, Diversity and Inclusion Policy

Purpose

The purpose of this policy is to ensure that Chudography Yoga Teacher Training provides a learning environment where every individual is treated with dignity, fairness and respect.

We are committed to creating a community where diversity is valued, individuality is celebrated and everyone has the opportunity to learn, develop and thrive, free from discrimination, harassment or prejudice.

Chudography Principle

At Chudography, we believe yoga should bring people together, not divide them.

Every person arrives with a unique story, shaped by different experiences, cultures, identities and beliefs. These differences are not obstacles to learning, they are part of what enriches our community.

We recognise that the world can sometimes feel divided. Fear, judgement and misunderstanding can make people feel unwelcome or unsafe. Our training aims to be the opposite of that.

We are committed to creating a space where people feel safe to learn, ask questions, make mistakes and grow without fear of discrimination or exclusion.

Kindness, curiosity and respect are not optional extras. They are fundamental expectations of everyone who joins our training.

1. Our Commitment

1.2. Chudography is committed to providing equal opportunities for all students and tutors.

1.3. We do not tolerate discrimination, harassment, bullying or victimisation on the basis of:

1.4. Age.

1.5. Disability.

1.6. Gender or gender reassignment.

1.7. Marriage or civil partnership.

1.8. Pregnancy or maternity.

1.9. Race, colour, nationality or ethnic origin.

1.10. Religion or belief.

1.11. Sex.

1.12. Sexual orientation.

1.14. Socioeconomic background.

1.15. Any other characteristic protected by law.

1.16. Every student will be treated fairly and assessed according to the same published standards.

2. Creating an Inclusive Learning Environment

2.1 We recognise that every student learns differently.

2.3 Where reasonably possible, we will make appropriate adjustments to support individual learning needs and encourage students to discuss any additional support they may require.

Throughout the training we aim to:

2.4. Use inclusive and respectful language.

2.5. Encourage curiosity rather than judgement.

2.6. Respect different perspectives and lived experiences.

2.7. Create opportunities for everyone to contribute.

2.8. Support learning through collaboration rather than competition.

2.9. Foster a culture where questions are welcomed and differences are valued.

3. Respect for Others

All students, tutors and guest teachers are expected to:

- 3.1. Treat everyone with dignity and respect.
- 3.2. Listen openly to different viewpoints.
- 3.3. Avoid discriminatory, offensive or intimidating language or behaviour.
- 3.4. Respect personal boundaries and individual identities.
- 3.5. Help create an environment where everyone feels welcome and included.
- 3.6. Respect does not require everyone to share the same opinions or experiences. It does require everyone to communicate with kindness and professionalism.

4. Discrimination, Harassment and Bullying

4.1. Chudography has a zero tolerance approach to discrimination, harassment and bullying.

Examples include, but are not limited to:

- 4.2. Racist, sexist, homophobic, transphobic or ableist language or behaviour.
- 4.3. Bullying or intimidation.
- 4.4. Harassment, whether verbal, physical or online.
- 4.5. Excluding or belittling others because of their identity or background.
- 4.6. Any behaviour that creates an unsafe or hostile learning environment.
- 4.7. Any concerns will be taken seriously and investigated fairly and confidentially.

5. Reporting Concerns

5.1. Students who experience or witness behaviour that conflicts with this policy are encouraged to speak to the Course Director as soon as possible.

5.2. All concerns will be handled respectfully, sensitively and, where possible, confidentially.

5.3. No student will be disadvantaged for raising a genuine concern in good faith.

6. Breaches of This Policy

6.1. Where a breach of this policy is identified, Chudography will seek to resolve the matter fairly and appropriately.

Depending on the nature and seriousness of the behaviour, action may include:

6.2. Informal discussion and guidance.

6.3. A verbal or written warning.

6.4. An agreed improvement plan.

6.5. Suspension from the course.

6.6. Removal from the course in cases of serious or repeated misconduct.

7. Our Vision

7.2. We do not expect people to arrive knowing everything.

7.3. We do expect everyone to arrive with a willingness to learn, to treat others with respect and to contribute to a community where every person feels valued.

7.4. As future yoga teachers, the way we treat people matters just as much as the way we teach movement. The spaces we create should allow people to feel seen, heard and safe enough to be themselves.

7.5. This is the culture we strive to build at Chudography, and the standard we ask every member of our community to uphold.

Review

This policy will be reviewed annually to ensure it remains aligned with current legislation and the values of Chudography.

