



# Kodokan Martial Arts Equality & Diversity Policy

## 1. Introduction

**Kodokan Martial Arts** is committed to promoting equality, diversity, and inclusion in all aspects of our martial arts training, coaching, and club operations. We believe that every individual, regardless of background, has the right to participate in martial arts in a welcoming, inclusive, and supportive environment.

## 2. Purpose

The purpose of this policy is to:

- Ensure equality, fairness, and respect for all in our club.
- Prevent discrimination based on protected characteristics under the UK Equality Act 2010, including age, disability, gender, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, and marriage and civil partnership.
- Encourage a culture of respect, inclusivity, and equal opportunity in martial arts.
- Provide procedures for reporting and addressing discrimination, harassment, and bullying.

## 3. Scope

This policy applies to all members, students, instructors, staff, volunteers, parents, guardians, and visitors of **Kodokan Martial Arts**.

## 4. Club Commitment

At **Kodokan Martial Arts**, we are committed to:

- Providing a training environment free from discrimination, harassment, and victimisation.
- Ensuring all individuals have equal access to training, coaching, and competitive opportunities.
- Making reasonable adjustments to accommodate members with disabilities or additional needs.
- Educating instructors, staff, and volunteers on equality and diversity.
- Addressing incidents of discrimination, harassment, or unfair treatment through appropriate procedures.

## 5. Expectations of Club Members

All members, instructors, and staff are expected to:

- Respect the rights and dignity of others.
- Challenge and report any discriminatory behaviour or language.
- Support efforts to make **Kodokan Martial Arts** a safe and inclusive environment for all.

## 6. Anti-Discrimination & Harassment

**Kodokan Martial Arts** will not tolerate any form of discrimination, harassment, or bullying, including:

- Offensive or derogatory comments, jokes, or behaviour.
- Exclusionary practices based on personal characteristics.
- Sexist, racist, homophobic, or otherwise discriminatory language.
- Any form of abuse, intimidation, or victimisation.

Anyone found to have engaged in such behaviour may face disciplinary action, including suspension or removal from the club.

## 7. Inclusive Training & Reasonable Adjustments

To ensure fair participation for all, **Kodokan Martial Arts** will:

- Make reasonable adjustments for members with disabilities or medical conditions.
- Adapt training methods to accommodate different abilities and needs.
- Provide alternative participation options when required.

## 8. Reporting Concerns

Any concerns about discrimination, harassment, or unfair treatment should be reported to the **Club Safeguarding** Officer or a senior club official. Reports will be handled confidentially and in accordance with the club's complaints procedure.

## 9. Escalation

If a member is not satisfied with how a complaint has been handled, they may escalate concerns to **BMABA's Safeguarding Team** at:

- Phone: 01798 306546
- Email: [safeguarding@bmaba.org.uk](mailto:safeguarding@bmaba.org.uk)

## **10. Monitoring & Review**

This policy will be reviewed annually or sooner if required by changes in legislation or best practices.

**Approved by:** *Fred Bateman*

**Date:** 12/01/2026

**Next Review Date:** 12/01/2027