**Equality & Diversity**

**Policy and Procedures**

Master Kindred Martial Arts (MKMA Karate)

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To Be Reviewed with Intervals No Greater Than 2 Years

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**Reviewed By:** James Rowberry

**Signature:**

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**Policy Statement**

MKMA Karate is committed to providing an environment which is free from prejudice and bullying fostering the spirit of friendship among all.

This policy outlines what standards we expect our club members to follow as well as identifying MKMA Karate’s’ commitment to equality and diversity. Our aim as an organisation is to ensure that all our members are respected, valued and given equal opportunity, eliminating all forms of unlawful discrimination within our organisation.

All Instructors should understand they, as well as MKMA Karate as an organisation, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their affiliation, against fellow Instructors, Staff, Students, suppliers and the general public.

**The Equality Act 2010**

The Equality Act was passed into UK law in 2010 setting guidelines and legally protecting individuals from discrimination. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations.

The Equality act protects you from discrimination in the following settings:

* At work
* In education
* As a consumer
* When using public services
* When buying or renting property
* As a member or guest of a private club or association

You’re also protected from discrimination if:

* you’re associated with someone who has a protected characteristic, for example a family member or friend.
* you’ve complained about discrimination or supported someone else’s claim.

**Protected Characteristics**

The Equality act of 2010 identifies the following as ‘protected characteristics’:

* Age
* Disability
* Gender reassignment
* Marriage and civil partnership
* Pregnancy and maternity
* Race
* Religion or Belief
* Sex
* Sexual orientation

In line with the Equality Act 2010, MKMA Karate accepts and identifies that these characteristics are protected by law and will not discriminate against students or staff/instructors protected characteristics.

**Providing Equal Opportunities for All**

MKMA Karate is dedicated to ensuring all students, Instructors and Staff Members are provided equal opportunities through equitable means. MKMA Karate’s policies and Procedures are available to all members of our organisation to access including opportunities such as becoming an instructor or applying for a Core Team position should one become available. As part of this dedication MKMA Karate understands and acknowledges the role of reasonable adjustments to provide these equal opportunities.

**Making Reasonable Adjustments**

“A reasonable adjustment is a change or adaption to the physical space, working environment or

process that has the effect of removing or minimising the impact of the individuals’ impairment in the

workplace or participation in the sport.”

There is no single definition to what constitutes reasonable adjustments however MKMA Karate operates under the belief that Karate is and should be open to all. As such we aim to avoid or reduce as far as possible, by reasonable means, the disadvantage which a disabled person experiences because of their disability.

MKMA Karate will consider, and where possible implement, all necessary adjustments in order to accommodate fair and equal participation within our club. Reasonable adjustments may be made if:

* A disabled Instructor, Student or Staff Member asks for adjustments to be made
* A disabled Instructor/Staff Member is having difficulty with any part of their job
* Either an Instructor/Staff Members sickness or inability to work is linked to their disability

MKMA Karate is accountable for deciding what reasonable adjustments will be made and will seek advice where appropriate when coming to a decision. The focus will be discussing reasonable adjustments with the relevant individual.

**Forms of Discrimination**

* **Direct** **Discrimination** - treating someone with a protected characteristic less favourably than others
* **Indirect** **Discrimination** - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
* **Harassment** - unwanted behaviour linked to a protected characteristic that violates someone’s dignity or creates an offensive environment for them
* **Victimisation** - treating someone unfairly because they’ve complained about discrimination or harassment

**Reporting Discrimination**

Any form of discrimination should be reported to MKMA Karate as soon as possible. Discrimination can be reported directly to your instructor, The MKMA Assistant Chief Instructor, Chief Instructor or Club Welfare Officer, Details of whom you can find in annex 1 of this document.

Reports of discrimination will be investigated and responded to with the upmost of importance and sensitivity. Failure to report discrimination is in itself discriminatory and will be dealt with appropriately.

Annex 1

**MKMA Contact Information**

**Chief Instructor**

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**Assistant Chief Instructor**

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**Club Welfare Officer / Designated Safeguarding Lead / Administrator**

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