

FUJIDOSHIN

K1 KICKBOXING

Equal Opportunities
Policy

Fudoshin K1 Kickboxing

Equal Opportunities Policy

Policy Statement

Fudoshin K1 Kickboxing is committed to providing an inclusive, welcoming and respectful environment in which everyone has the opportunity to participate in martial arts and develop their skills.

The club believes that everyone should be treated fairly, with dignity and respect, regardless of their personal circumstances or background. We are committed to ensuring that discrimination, harassment, bullying or victimisation are not tolerated within the club.

This policy applies to all members, prospective members, parents and guardians, instructors, volunteers, visitors and anyone involved in the activities of Fudoshin K1 Kickboxing.

1. Our Commitment

Fudoshin K1 Kickboxing will:

- Provide equal opportunities for people to participate in training, grading, events and other club activities.
- Treat all members and participants fairly, with dignity and respect.
- Encourage an environment where everyone feels safe, valued and able to participate.
- Make reasonable adjustments where appropriate to support participation by individuals with disabilities or additional needs.
- Ensure that decisions relating to membership, training, grading, progression and participation are based on appropriate and relevant factors.
- Take concerns about discrimination, bullying, harassment or unfair treatment seriously.
- Promote respect for individual differences and discourage behaviour that may cause another person to feel excluded or disadvantaged.

2. Protected Characteristics

Fudoshin K1 Kickboxing will not unlawfully discriminate against anyone because of characteristics protected under the Equality Act 2010.

These include:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, including colour, nationality, ethnic or national origin
- Religion or belief
- Sex

- Sexual orientation

The club also recognises that individuals may experience disadvantage for other reasons and will seek to maintain an environment in which everyone is treated fairly and respectfully.

3. Inclusion and Participation

Fudoshin K1 Kickboxing aims to make its training accessible and welcoming to people with different abilities, experiences and levels of fitness.

Where appropriate, instructors may adapt training activities, equipment, communication methods or exercises to enable an individual to participate safely and meaningfully.

Any adaptations will take into account:

- The individual's needs and circumstances.
- The safety of the individual and other participants.
- The nature of the activity.
- The instructor's level of competence and available resources.

Adaptations will not automatically be regarded as preferential treatment. Where reasonable and appropriate, they are intended to provide individuals with a fair opportunity to participate.

4. Children and Young People

Fudoshin K1 Kickboxing is committed to ensuring that children and young people are treated fairly and respectfully.

Instructors and volunteers will seek to create a positive environment where children and young people can develop their confidence, discipline, physical skills and self-esteem without fear of discrimination or unfair treatment.

The club's Equal Opportunities Policy should be read alongside its safeguarding policies and procedures.

5. Bullying, Harassment and Discrimination

Bullying, harassment, discrimination or victimisation will not be tolerated.

This includes behaviour carried out:

- In person.
- During training sessions or club events.
- Through club communication channels.
- Online or through social media where the behaviour relates to the club or its members.

Examples may include offensive or derogatory comments, exclusion, unwanted behaviour, intimidation, inappropriate jokes, physical behaviour or treating someone unfairly because of a protected characteristic.

Any concerns will be taken seriously and dealt with appropriately.

6. Responsibilities of Instructors and Volunteers

All instructors and volunteers are expected to:

- Lead by example.
- Treat participants fairly and respectfully.
- Avoid discriminatory language or behaviour.
- Challenge inappropriate behaviour where it is safe and appropriate to do so.
- Support participants who may require reasonable adjustments.
- Raise concerns where they become aware of discrimination, harassment, bullying or unfair treatment.

Instructors should make decisions about training and participation objectively and consistently, while recognising that individual circumstances may require appropriate adjustments.

7. Responsibilities of Members and Parents/Guardians

All members, parents and guardians are expected to contribute to a respectful and inclusive club environment.

Everyone attending or participating in Fudoshin K1 Kickboxing activities should:

- Treat others with respect.
- Avoid discriminatory, threatening or abusive behaviour.
- Respect differences between individuals.
- Follow reasonable instructions from instructors.
- Raise concerns appropriately rather than engaging in confrontation or retaliation.

8. Complaints and Concerns

Anyone who believes they have experienced discrimination, harassment, bullying or unfair treatment within Fudoshin K1 Kickboxing is encouraged to raise their concern with an instructor or club representative.

Concerns will be considered seriously and, where appropriate, investigated fairly and confidentially.

The club will not tolerate victimisation of anyone who raises a genuine concern or supports another person who has raised a concern.

Where a concern involves a child or young person, the club's safeguarding procedures will also apply.

9. Fairness in Training and Grading

Fudoshin K1 Kickboxing aims to ensure that training opportunities and grading decisions are fair, consistent and based on the requirements of the club's syllabus and the individual's demonstrated skills, knowledge, attitude and readiness.

The club recognises that participants progress at different rates. Differences in ability, experience or progression will not in themselves be treated as grounds for discrimination.

10. Monitoring and Review

Fudoshin K1 Kickboxing will periodically review this policy to ensure that it remains appropriate, effective and consistent with relevant legislation and good practice.

Feedback from members, parents, instructors and volunteers may be considered as part of the review process.

Any significant changes to the policy will be communicated to those affected.

11. Related Policies

This policy should be read alongside other relevant Fudoshin K1 Kickboxing policies and procedures, including:

- Safeguarding and Child Protection Policy
- Health and Safety Policy
- Complaints Procedure
- Code of Conduct
- Disciplinary Procedure
- Data Protection and Privacy Policy

12. Policy Approval

Organisation: Fudoshin K1 Kickboxing

Policy: Equal Opportunities Policy

Effective Date: August 2026

Review Date: August 2027

Approved By: H Walklett/W Reid

Position: Owner/Lead Instructor

Signature: H Walklett