



British Taekwondo & Mudo Academy

Equal Opportunities Policy

Introduction

The BTMA and its members and member clubs, recognise that it is essential to provide equal opportunities to all persons, without discrimination. The BTMA defines members as students, instructors, parents/guardians and any other volunteers who have a direct involvement with member clubs, or the BTMA. This policy sets out the BTMA's and its member clubs position on equal opportunity in all aspects of their operations and activities, and provides guidance and encouragement to all members and instructors at all levels to act fairly and prevent discrimination whether direct or indirect, on the grounds of sex, race, marital status, age, sexual orientation, religion or disability.

Statement of policy

It is the policy of the BTMA to ensure that all member clubs abide by the terms of this policy, and that their members, instructors, students, volunteers and/or associated family members do not receive less favourable treatment on the grounds of sex, race, marital status, disability, age, sexual orientation or religion, or are disadvantaged by conditions or requirements that cannot be shown to be justifiable within the context of their activity. The BTMA and its member clubs are committed not only to their legal obligations but also to the positive promotion of equality of opportunity in all aspects of their operations and activities, including their training methods, lesson formats, and grading/promotion testing.

The BTMA and its member clubs recognise that adhering to this Equal Opportunity Policy, combined with relevant best practices and policies, maximises the effective use of individuals in both the BTMA and students, best interests. The BTMA and its member clubs recognise the great benefits in having a diverse student and instructor membership with different backgrounds.

Responsibilities

It is the responsibility of the Management Committee of the BTMA to ensure that all aspects of this policy are kept under review and are operated throughout the organisation, and its member clubs. It is the further responsibility of the individual clubs Chief Instructors to ensure that this Policy is communicated to all its instructors and members, and the requirements of this policy are adequately discharged. All instructors of the BTMA and its member clubs must always respect the rights, dignity and worth of every human being and their ultimate right to self determination. The instructors should always be concerned primarily with the well being, health and future of the individual student, and only secondarily with the optimisation of performance.

Implementation

To this end the BTMA and its member clubs will :-

- Recognise and fulfil their responsibilities towards their members.
- Consistently review its criteria and procedures, in order to maintain a system where individual members are selected, trained, promoted and treated solely on the basis of the merits and abilities which are appropriate to the activity.
- Distribute and publicise this policy statement throughout the BTMA and its member clubs, and to all other bodies and individuals to whom it has a responsibility.
- Provide training for all instructors which will aid the achievement of this statement.
- Ensure that the statement is consistently applied.
- Recognise that the effective application of this statement will require a great deal more than this formal statement. It is, therefore, the duty of all members to accept their responsibilities for the practical application of this policy.
- Provide an appropriate range of procedures for any member who believes that inequitable treatment has been applied to him or her within the remit of this statement.

Specifically where it appears that any member(s) not being offered equal opportunities, whether this be directly communicated by the persons(s) affected, or indirectly observed by other parties, this will be immediately investigated. Where it is found that this is the case, the offending party or individual(s) will be instructed to desist from the practice forthwith. Since discrimination in whatever form contravenes this policy, and thus the terms of membership of the BTMA, any offending members found will be dealt with under the BTMA disciplinary procedures.