

Equity, Diversity & Inclusion Policy

Organisation: The Martial Arts Mental Health and Wellbeing Company

Trading Name: The Holistic Dojo

Director: Kerry Tidman

Policy Date: June 2025

Review Date: June 2026

1. Our Commitment to Equity, Diversity & Inclusion

At The Holistic Dojo, we believe in creating spaces where everyone feels seen, heard, and valued.

We actively foster a culture of psychological safety, belonging, and unapologetic identity.

We recognise that true inclusion is more than policies - it is daily action. We work to reduce barriers for those often excluded from traditional spaces, including people with hidden disabilities, neurodivergent individuals, Deaf and disabled people, and those with care experience.

2. Protected Characteristics

We are fully committed to upholding the Equality Act 2010 and will never discriminate on the basis of:

- Age
- Disability (including hidden disabilities and fluctuating conditions)
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

We also affirm identities that may not be legally protected but are central to inclusion, such as neurodivergence, communication differences, and socio-economic background.

3. Accessibility and Inclusive Practice

We are committed to making our services accessible - emotionally, physically, and digitally. This includes providing captions, plain language options, flexible communication methods, and trauma-informed approaches.

4. Working with Others

When collaborating with facilitators, speakers, or partners, we expect alignment with our EDI values. We will challenge discrimination, ableism, or unsafe behaviours compassionately but firmly.

5. Feedback and Concerns

We welcome feedback that helps us grow. If someone feels unsafe or excluded, we will listen, reflect, and respond with care. Complaints can be raised by email to kerry@theholisticdojo.co.uk and will be handled respectfully and promptly.

6. Ongoing Reflection

Inclusion is not a destination - it is a practice. We regularly review our policies, training, and approach to ensure we are living our values and staying accountable.

Signed: Kerry Tidman

Director, The Holistic Dojo

Date: June 2025