

Sleaford

Korean Martial Arts

Equality, Diversity and Inclusion Policy

Sleaford Korean Martial Arts is committed to encouraging equality, diversity and inclusion among our instructors and student, and eliminating unlawful discrimination.

The aim is for our instructors and students to be truly representative of all sections of society, and for each individual to feel respected and able to give their best.

Sleaford Korean Martial Arts - in providing martial art instruction - is also committed against unlawful discrimination of its students or the public.

Our policy's purpose

This policy's purpose is to:

1. Provide equality, fairness and respect for all instructors, volunteers, students and the public

2. Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

3. Oppose and avoid all forms of unlawful discrimination. This includes in:

- pay and benefits
- terms and conditions of employment

- dealing with grievances and discipline
- dismissal
- redundancy
- leave for parents
- requests for flexible working
- selection for employment, promotion, training or other developmental opportunities

Our commitments

The organisation commits to:

1. Encourage equality, diversity and inclusion as they are good practice and make sense
2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all individuals are recognised and valued. This commitment includes training all volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include volunteers conducting themselves to help the organisation provide equal opportunities, and prevent bullying, harassment, victimisation and unlawful discrimination. All individuals should understand they, as well as the club's instructors, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their training and the public.
3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities. Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.
4. Make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
5. Make decisions concerning volunteers being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
6. Review practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.
7. Monitor how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

Agreement to follow this policy:

The equality, diversity and inclusion policy is fully supported by the club owner and senior instructors.

Our disciplinary and grievance procedures:

Details of the organisation's grievance and disciplinary policies and procedures can be found at www.sleafordkoreanmartialarts.co.uk.