



British Taekwondo Council

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BTC EQUALITY, DIVERSITY, INCLUSION AND ACCESSIBILITY POLICY

1. INTRODUCTION

The British Taekwondo Council (BTC) is committed to fostering an inclusive, respectful, and equitable environment across all levels of Taekwondo—from grassroots participation to national governance. This policy outlines BTC's proactive approach to ensuring that all individuals, regardless of background or personal characteristics, can engage fully and safely in Taekwondo.

BTC affirms the right of every person to participate free from discrimination, harassment, bullying, or victimisation. We strive to ensure genuine and equitable access to employment, training, competition, leadership, and decision-making.

2. SCOPE & LEGAL FRAMEWORK

2.1 Applicability

This policy applies to:

- BTC management and operational staff
- Member Organisation/Group/Club representatives and other local club personnel
- Coaches, instructors, officials, volunteers
- Students and service users under BTC's jurisdiction

2.2 Legal Compliance

BTC complies with the Equality Act 2010 and relevant UK and Crown Dependency legislation. Protected Characteristics include:

Protected Characteristic	Example in Taekwondo Context
Age	Age-appropriate training groups
Disability	Modified physical access and coaching
Gender reassignment	Inclusive competition pathways with due regard to the health, safety and wellbeing of all participants
Marriage & civil partnership	Respect for family commitments
Pregnancy & maternity	Flexible training arrangements



Protected Characteristic	Example in Taekwondo Context
Race	Cultural sensitivity in club practices
Religion or belief	Accommodation of religious observances
Sex	Gender equity in leadership roles
Sexual orientation	Safe and respectful club environments

BTC also aligns with the Moving To Inclusion Framework 2023 and emerging best practices in inclusive sport.

3. Roles & Responsibilities

3.1 Leadership Duties

BTC's Chief Executive, Directors, and Member Organisation/Group/Club representatives are responsible for:

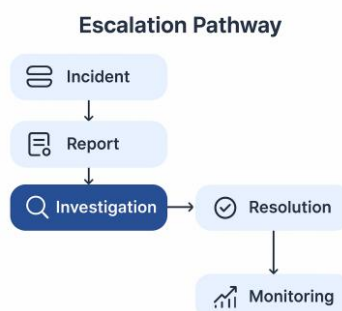
- Promoting awareness of this policy across all BTC teams and clubs
- Ensuring swift resolution of discrimination-related grievances
- Monitoring and reporting on equity initiatives

3.2 Staff, Instructor & Volunteer Expectations

All BTC-affiliated individuals must:

- Comply with this policy and related arrangements
- Avoid discriminatory behaviour in all activities
- Report and challenge discrimination proactively
- Foster inclusive learning, coaching, and working environments

Escalation Pathway:



4. Inclusive Practice Toolkit

4.1 Reasonable Adjustments

BTC will make reasonable adjustments to remove barriers in access, communication, and engagement. Examples include:

- Modified facilities
- Flexible learning delivery
- Personalised support strategies

4.2 Disability & Neurodiversity Inclusion

BTC's Accessibility Strategy ensures:

- Increased physical access
- Tailored informational resources
- Collaborative planning with families and professionals

4.3 Transgender Participation

BTC recognises Taekwondo as a gender-affected sport. Our Transgender Policy supports inclusive and safe participation, with guidance issued to Clubs, Groups and Member Organisations.

4.4 Instructor Guidance

- Use visual aids and simplified instructions
- Allow extra time for skill acquisition
- Encourage peer support and positive reinforcement

5. Culture, Training & Accountability

5.1 Induction & Briefing

- All new staff and volunteers receive EDI training
- BTC will provide annual briefings and refresher training when required

5.2 Specialist Support

Targeted education is provided for:

- Recruitment and safeguarding

- Coaching students with disabilities
- Managing inclusion-sensitive matters

5.3 Breaches & Disciplinary Action

Breaches—including harassment, bullying, or victimisation—will be investigated under the BTC Disciplinary Policy.

6. Monitoring, Evaluation & Impact

6.1 BTC will update our digital infrastructure to conduct routine audits to monitor:

- Representation across Protected Characteristics
- Access to training, selection, and promotion within our operational team and seek to positively influence Member Organisations/Groups/Clubs with access to this support
- Patterns in disciplinary and grievance procedures
- Stakeholder satisfaction and feedback

6.2 Equality Impact Assessments:

Conducted where relevant, contributing to strategic planning and policy development.

7. Review & Continuous Improvement

This policy will be formally reviewed every 3 years, or earlier if required. BTC invites feedback from all stakeholders to ensure it remains:

- Fit for purpose
- Reflective of evolving norms and legislation
- Grounded in lived experiences across our community

Amendment Log

Version	Date	Change	Made by	Approved by
1	Feb 2015	First issue	T Nicholls	BTC
2	Feb 2017	Full review	T Nicholls	BTC
3	Nov 2019	Full review	F Brown	BTC Board
4	May 2020	Reformatted	T Nicholls	BTC Board
5	Dec 2023	Full review: referencing Disability and Accessibility policies to Related Policies; 5.2 referencing Moving to Inclusion Framework 2023	T Nicholls	BTC Board
6	Oct 2025	Rewritten policy document to align with Moving to Inclusion Framework; including Accessibility in the EDI policy to translate policy into practice, and a new Accessibility Strategy created	T Nicholls / T Humphries	BTC Board

Approved date: 15th October 2025

Review date: October 2028