

BRITISH TAEKWONDO COUNCIL
Safeguarding Equity and Inclusion

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Equality, diversity and inclusion policy

The British Taekwondo Council are committed to encouraging equality, diversity and inclusion among our participants and staff eliminating unlawful discrimination.

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

The BTC - in providing training for all their students and staff - is also committed against unlawful discrimination of taekwondo participants volunteer's parents, carers, coaches and officials.

Our policy's purpose

This policy's purpose is to:

1. Provide equality fairness and respect for all in our training sessions, whether part-time or full-time
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 for staff.
 - terms and conditions of employment for staff
 - dealing with grievances and discipline for staff
 - dismissal
 - redundancy
 - leave for parents.
 - requests for flexible working
 - selection for positions, promotion training or other developmental opportunities

Our commitments

The British Taekwondo Council commits to:

1. Encourage equality diversity and inclusion within the organisation as they are good practice and make business sense
2. Create a working/ training environment free of bullying, harassment victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all students, staff are recognised and valued.

This commitment includes training instructors and all employees about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in advancement, and prevent bullying, harassment victimisation and unlawful discrimination.

All instructors and staff should understand they, as well as their NGB, they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their role, against fellow participants volunteers, and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow participants, and any others in the course of the organisation's work and training 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 temporary suspension.

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, participants 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 staff, participants being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

6. Review employment 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 the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

Monitoring will also include assessing 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 senior management and has been agreed with the Board of Directors

Our disciplinary and grievance procedures

Details of the organisation's grievance and disciplinary policies and procedures can be found on the BTC website. This includes with whom an employee/ participant should raise a grievance – usually their instructor.

