



British Taekwondo Council

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BRITISH TAEKWONDO COUNCIL

Equity Policies

Version	Author	Changes	Date	Next Review Date
1	Trevor Nicholls		Feb 2015	Feb 2017
2	Trevor Nicholls		Feb 2017	Nov 2019
3	Fiona Brown	Updated	Nov 2019	Nov 2022
4	Trevor Nicholls	Reformatted	May 2020	Nov 2022
5	Trevor Nicholls	Full review: referencing Disability and Accessibility policies to Related Policies; 5.2 referencing Moving To Inclusion Framework 2023	Dec 2023	Dec 2026
6	Trevor Nicholls / Terry Humphries	Updated following introduction of a new EDI and Accessibility policy, Accessibility Strategy, Diversity and Inclusion Strategy 2023-33 and Diversity and Inclusion Action Plan (annual)	Dec 2025	Dec 2028

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	Related BTC Policies and Procedures: <ul style="list-style-type: none"> Diversity and Inclusion Strategy Diversity and Inclusion Action Plan Code of Conduct and Ethics Complaints Policy Transgender Policy Data Protection Policy Disciplinary Policy Safeguarding Policy Managing Challenging Behaviour Guidelines 	
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1. INTRODUCTION

The British Taekwondo Council (BTC) is committed to ensuring that we are a sport which is inclusive and welcoming of diversity. We are fully committed to the principles and practice of equality of opportunity in all its functions: as an employer, in its training and development of coaches and instructors and involvement with officials, volunteers and administrators. It is responsible for ensuring that no job applicant, employee, volunteer, service user, athlete or person within its jurisdiction (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the "Protected Characteristics" under the Equality Act 2010, Chap 1, Para 4) or any other irrelevant characteristic. We wish to ensure that everyone has a genuine and equal opportunity to participate in Taekwondo at all levels and in all roles.

2. BTC COMMITMENT

To create an environment in which individual differences and the contributions of all stakeholders are recognised and valued.

- Every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff.
- To promote equality in the workplace, which we believe is good management practice and makes sound business sense.
- We will periodically review all our employment practices and procedures to ensure fairness.
- Breaches of our equality policy will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy is fully supported by senior management and has been agreed with Member Organisations / employee representatives.
- The policy will be monitored and reviewed regularly as detailed in the BTC Governance and Policy Review Schedule.

3. RESPONSIBILITIES OF MANAGEMENT

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the Chief Executive Officer. Directors / Member Organisation representatives will ensure that they and their staff operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. Each Member Organisation representative will ensure that:

- all their staff and Registered Instructors are aware of the policy and the arrangements, and the reasons for the policy;
- grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
- proper records are maintained.

The Chief Executive Officer will be responsible for monitoring the operation of the policy in respect of employees and job applicants, including periodic departmental audits.

4. RESPONSIBILITY OF STAFF (INSTRUCTORS/COACHES/OFFICIALS)

Responsibility for ensuring that there is no unlawful discrimination rests with all staff and the attitudes of staff are crucial to the successful operation of fair employment practices. In particular, all members of staff should:

- comply with the policy and arrangements;
- not discriminate in their day to day activities or induce others to do so;
- not victimise, harass or intimidate other staff or groups who have, or are perceived to have one of the protected characteristics.
- ensure no individual is discriminated against or harassed because of their association with another individual who has a protected characteristic.
- inform their manager if they become aware of any discriminatory practice.

5. LEGAL REQUIREMENTS

- 5.1 The BTC is required by law not to discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010 and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey, Gibraltar or the Isle of Man and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Taekwondo.
- 5.2 This Policy will be reviewed periodically and when changes occur in the current legal framework and good practice as described in the **Moving To Inclusion Framework 2023** and subsequent updates.
- 5.3 The BTC recognises the following as unacceptable:

Discrimination, harassment, bullying and victimisation

Unlawful discrimination which can take the following forms:

5.3.1 Direct Discrimination

Treating someone less favourably than you would treat others because of a Protected Characteristic.

5.3.2 Indirect Discrimination

Applying a provision, criterion or practice which, on the face of it, applies to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements are lawful only if they can be objectively justified.

5.3.3 *Associative discrimination*

Where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual who has a characteristic outlined above (other than marriage, civil partnership] pregnancy or maternity, however pregnancy or maternity may fall within a sex discrimination claim because of association with a pregnant woman or a woman on maternity leave).

5.3.4 *Perceptive discrimination*

Where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity).

5.3.5 *Harassment*

Engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. The BTC is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.

5.3.6 *Third Party Harassment*

Third party harassment relates to actions carried out by non BTC individuals such as customers, clients, contractors etc. The BTC will investigate any report or complaint of third-party harassment and will take all reasonable steps to prevent it from happening again

5.3.7 *Bullying*

The misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

5.3.8 *Victimisation*

Subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose of or in connection with the Equality Act 2010 (or any equivalent legislation).

5.4 The BTC regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action, where applicable, may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

6. REASONABLE ADJUSTMENTS

- 6.1 When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.
- 6.2 The BTC recognises that it has a duty to make reasonable adjustments for persons with a disability. BTC have provided a [Help Sheet](#) on the BTC Downloads webpage which instructors may find useful.
- 6.3 The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult

for people with protected characteristics to make use of services. In addition, when acting as a service provider, the BTC has an obligation to think ahead and address any barriers that may impede people with protected characteristics from accessing its services.

7. STUDENTS WITH A LEARNING NEED OR DISABILITY

Working with partners, The BTC has an accessibility policy and plan for all its member clubs. This can be found on the BTC [website](#).

The accessibility plan is required for:

- Increasing access for students with a disability to Taekwondo Clubs
- Improving access to the club environment
- Improving written information for students with a disability

There are three main duties:

- to provide equal opportunities for students with a disability
- to make reasonable adjustments to include students with a disability
- to prepare an accessibility strategy

Definition of Disability

A person is described as disabled under the Equality Act 2010 if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.

8. TRANSGENDER STUDENTS

Aligned with the UK's Sport Councils [Guidance](#) for Transgender Inclusion in Domestic Sport, the BTC considers that Taekwondo is a gender affected sport under the Equality Act 2010, Section 195. Developed in consultation with Member Organisations and Taekwondo athletes, BTC's Transgender Policy is published on the BTC [website](#).

9. EQUITY TRAINING

In compliance with the national Safeguarding frameworks for Children and Adults in Sport, BTC has an annual training and development programme for NGB Staff, Association Safeguarding Officers, Registered Instructors and volunteers which includes the BTC Equity course.

10. MONITORING

- BTC deems it appropriate to state its intention not to discriminate and assumes that this will be translated into practice consistently across the organisation as a whole. Accordingly, a monitoring system will be introduced to measure the effectiveness of the policy and arrangements.
- The system will involve the routine collection and analysis of information on employees by gender, marital status, ethnic origin, sexual orientation, religion / beliefs, grade and length of service in current grade. Information regarding the number of staff who declare themselves as disabled will also be maintained.
- There will also be regular assessments to measure the extent to which recruitment to first appointment, internal promotion and access to training/development opportunities affect equal opportunities for all groups.

- We will maintain information on staff who have been involved in certain key policies: Disciplinary, Grievance and Bullying & Harassment.
- Where appropriate, equality impact assessments will be carried out on the results of monitoring to ascertain the effect of BTC policies and our services / products may have on those who experience them.
- The information collected for monitoring purposes will be treated as confidential and it will not be used for any other purpose.
- If monitoring shows that BTC, or areas within it, are not representative, or that sections of our workforce are not progressing properly within BTC, then an action plan will be developed to address these issues. This will include a review of recruitment and selection procedures, BTC policies and practices as well as consideration of taking legal Positive Action.

APPENDIX A

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
Race	Cultural sensitivity in club practices

Protected Characteristic	Example in Taekwondo Context
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

APPENDIX B

BTC ACCESSIBILITY STRATEGY

2025–2028 Implementation Roadmap

1. Vision

To embed a culture of accessibility that enables everyone — regardless of ability — to participate in Taekwondo safely, confidently, and equitably.

2. Strategic Objectives

BTC will deliver accessibility outcomes through four key strategic pillars:

Pillar	Goal
Inclusive Environments	Ensure physical and digital spaces meet diverse access needs
Skilled Workforce	Equip instructors, staff, and volunteers with inclusive competencies
Adaptive Delivery	Modify coaching and participation methods for different abilities
Engagement & Feedback	Involve participants in shaping accessible practices

3. Priority Actions

A. Infrastructure & Environment

- Conduct an audit of club venues and BTC-hosted events for physical access
- Develop and disseminate club-level accessibility checklists
- Review BTC digital platforms (website, communications) for WCAG compliance

B. Training & Capacity Building

- Deliver CPD workshops for instructors focused on inclusive coaching in combat contexts
- Provide accessibility briefings for staff and volunteers in BTC accreditation training
- Create E-learning modules focused on neurodiversity and communication adaptations

C. Participation & Programming

- Pilot inclusive training sessions using adaptive coaching techniques
- Enable personal access plans for students with specific needs
- Establish 'quiet spaces' or sensory-friendly zones at national events

D. Feedback & Representation

- Launch an Accessibility Focus Group with representation across roles and abilities
- Embed feedback forms into training and event evaluations
- Include accessibility experience narratives in BTC newsletters or digital channels

4. Implementation Timeline (2025–2028)

Phase	Actions
Year 1	Infrastructure audits and agree KPIs, training development, focus group formation
Year 2	Pilot inclusive sessions, implement digital improvements
Year 3–4	Expand inclusive delivery, collect outcome data, evolve strategy

5. Monitoring & Evaluation

BTC will:

- Use KPIs to track venue accessibility scores, training uptake, and feedback volumes
- Review strategy annually with EDI stakeholders
- Report progress publicly via DIAP updates and member communications

6. Resourcing & Partnerships

- Allocate budget for accessibility initiatives and adaptive equipment
- Partner with disability sport organisations and subject-matter experts for support
- Seek funding/grants to scale inclusion efforts sustainably

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1	Oct 2025	First issue	T Nicholls / T Humphries	BTC Board

Approved date: 15 October 2025

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