

# ATHERSTONE

## KARATE CLUB



### Equal Opportunity Policy

#### Aims

Atherstone Karate Club believes that no child, individual, or family should be excluded from Martial Arts activities on the grounds of age, gender, health, sexuality, class, family status, means, ability, colour, ethnic origin, culture, religion, or belief.

We aim to ensure that all who wish to work in, or volunteer to help with, our club should have an equal chance to do so.

#### Admissions

Atherstone Karate Club is open to everyone in the community over the age of 5. All students will become members only after receiving their Shukokai Karate Association License.

#### Employment

Atherstone Karate Club will appoint the best person for each job and will treat fairly all applicants. No applicant will be rejected on grounds that contravene our club policy statement.

Commitment to implementing the Equal Opportunities Policy will form part of the job description of all of our club workers, paid or unpaid.

#### The Curriculum

Atherstone Karate Club has a curriculum with outlined requirements for each grade or achievement they wish to earn.

We also respect that personal circumstances need to be considered in terms of areas such as disability which may mean that any curriculum will need to be amended for that person to enable them to achieve their goals.

#### Special Needs

Atherstone Karate Club recognizes the wide range of special needs of children and families in their community and will attempt to offer places to any individual whatever they're, or their families, special need.

#### Discriminatory Behaviour/Remarks

This is unacceptable in our club. The response will aim to be sensitive to the feelings of the victim(s) and to help those responsible to understand and overcome their prejudices.

Should the issue require it, our disciplinary procedure will also be followed.

## **Complaints Procedure**

Atherstone Karate Club is committed to learning and changing to ensure this policy is upheld.

Any person who feels that this policy has not been upheld can make a complaint, this will be dealt with by both Joint Chief Instructors (Mark Ridler & Jason Collins).

They will investigate the complaint, listening to all staff, volunteers, children and families affected or involved.

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend.

The person making the complaint will also have this opportunity.

Any decision to exclude a person from Atherstone Karate Club due to discriminatory or harassing behaviour will be made in reference to the club's policies.

Atherstone Karate Club will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

Date of initial review:	February 2014
Reviewed by: (name and date)	Mr Mark Ridler, April 2021
Frequency of review:	Annually
Date of next review:	April 2022