



---

# Equality and Diversity Policy

*For the All England Taekwon-Do Association*

## Introduction

At The All England Taekwon-Do Association, we are committed to promoting equality and diversity within our association. We believe that everyone should have the opportunity to participate in Taekwon-Do in an inclusive and supportive environment. This policy outlines our commitment to equality, diversity, and inclusion in all aspects of our club's activities.

## Scope

This policy applies to all members, participants, instructors, volunteers, and staff associated with The All England Taekwon-Do Association. We expect all individuals to adhere to the principles outlined in this policy.

## Policy Statement

### 1. Equal Opportunity

We are dedicated to providing equal opportunities to all individuals, irrespective of their age, disability, gender, gender identity, race, religion, sexual orientation, or any other characteristic protected by law.

### 2. Inclusivity

We aim to create an inclusive and welcoming atmosphere where all members feel valued, respected, and able to participate fully in Taekwon-Do

### 3. Anti-Discrimination

Discrimination, harassment, or victimisation of any kind will not be tolerated within our Association clubs. Any such behaviour will be taken seriously and may result in disciplinary action.



#### 4. Accessibility

We are committed to making our Association club's facilities, training, and events accessible to all, including individuals with disabilities. Reasonable accommodations will be provided whenever possible to facilitate participation.

#### 5. Promotion of Diversity

We actively encourage diversity within our club and strive to reflect the wider community in which we operate.

#### 6. Training and Awareness

We provide training and resources to all members, instructors, and staff to raise awareness about equality and diversity issues and promote inclusive practices.

#### 7. Complaints Procedure

We have a clear procedure for addressing complaints related to discrimination or harassment, and all complaints will be handled promptly and confidentially.

### **Responsibilities**

#### *Instructors and Coaches*

- Instructors and coaches are responsible for fostering an inclusive and respectful training environment and addressing any discriminatory behaviour promptly.

#### *Members and Participants*

- Members and participants are expected to treat each other with respect, follow Association guidelines, and report any incidents of discrimination or harassment.
- Club Officials: Club officials have a responsibility to ensure that this policy is implemented consistently and effectively.



---

## **Review and Monitoring**

This policy will be reviewed periodically to ensure its effectiveness and relevance. We will also monitor our progress in promoting equality and diversity within the club.

## **Conclusion**

At The All England Taekwon-Do Association we are committed to maintaining an inclusive and welcoming environment for everyone. We believe that embracing diversity and promoting equality is not only the right thing to do but also enhances the quality of our Taekwon-Do community.

This policy reflects our dedication to these principles and will be actively promoted and upheld by all members of our club.

*Concerns can be raised and reported at [safeguarding@aeta.uk](mailto:safeguarding@aeta.uk)*

Created: 14/09/2023  
Review Date: 01/09/2024