



# Equality Policy

## Policy statement

EMAR is committed to eliminating discrimination and encouraging diversity amongst our workforce and membership. Our aim is that our workforce and membership will be truly representative of all section of society, and each employee, officer, volunteer, official and member feels respected and able to give their best.

EMAR aims to ensure that everyone; irrespective of gender, disability, race, age, sexual orientation, religion and belief, marital status, colour, ethnic origin or social status; has a genuine and equal opportunity to participate in martial arts, at all levels and in all roles. EMAR will take its relationship with the members, service providers, job applicants, employees and management seriously, and will ensure that no individual is put at a disadvantage by imposing any conditions or requirements which cannot be justified. We oppose all forms of unlawful and unfair discrimination.

All employees, whether part time, full time or temporary; and all members will be treated fairly and with respect. Selection for employment, promotion training or any other benefit will be on the basis of aptitude and ability. All employees and members will be helped and encourage to develop their full potential; including the use of positive action if justified; and the talents and resources of the workforce and members will be fully utilised to maximize the efficiency of the club.

## Our commitment

To create an environment in which individual differences and the contributions of all employees, officers and members recognised and valued.

To ensure that every employee is entitled to a working environment that promotes dignity and respect to all. No form of intimidation, victimisation, bullying or harassment will be tolerated.

To ensure that training, development and progression opportunities are available to all employees, officers and members.

To ensure that instructors apply this policy to students, and to running their classes such as: syllabus, teaching materials, methods, examinations, and assessments; and that their work does not fall outside the EMAR Equality policy.

To ensure that Management involved in the selection of management of employees and members take equality training, and keep up to date with requirements of the Policy, and with the requirements of the laws relating to discrimination and equality.

To have a procedure which covers discriminatory incidents of any kind. This will be found in the Constitution. Incidents will be reported to the EMAR Welfare Officer, via a welfare report



form, a copy of which can be requested on our website. Breaches of this policy will be regarded as misconduct, and will be dealt with according to this procedure.

To ensure that any marketing and communications recognise the commitment to equality via a wide variety of advertising methods and referral resources. All materials will be prepared, produced and distributed, promoting a clear and positive image of the profile of all those within martial arts, in line with this Policy.

To achieve the appropriate level of the quality standard.

## **Implementation**

EMAR commits to adhering to this equality policy and recognises its legal obligations under the following legislation:

- Equality Act 2010
- Race legislations Act
- Equal Pay Act
- Sex Discrimination Acts
- Rehabilitation of Offenders Act
- Human Rights Act
- Age Discrimination Act
- Employment Equality [ sexual orientation] regulations
- Employment Equality [ religion and belief] regulations
- Gender Recognition act
- Any later amendments to the above Act / regulations, or future Acts / regulations which are relevant.

EMAR will monitor the practices, procedures, policies, rules and regulations to ensure that they do not restrict the employment or membership of individuals or groups on the grounds of unfair discrimination.

EMAR, will ensure collaboration with partner organizations and service providers to ensure the best and non-discriminatory service possible is offered to employees and members.

All job applicants and applications for membership will be made aware of this policy and its implications for them. Any questions on application forms will relate only to the requirements of EMAR of membership or employment, and those of the Law.

If there any changes at any time relating to discrimination or equality, these will be communicated immediately through the usual communication channels including a written communication and the website.



## **Monitoring, review and responsibility**

The lead officer for equality has overall responsibility for overseeing equality within EMAR. It is the lead officer's responsibility to ensure equality issues are on the agenda at management meetings for discussion and implementation. Senior Management has responsibility for ensuring that the policy is implemented and making any major decisions on how this is to be done. They also have the responsibility to deal with any breaches on the policy in accordance with its procedures. The lead officer for equality and EMAR team are responsible for the day today implementation of the policy.

In addition, it is the responsibility of all employees, officers and members to adhere to the policy and implement it within their work for, or within EMAR at all times. EMAR Senior Management reserve the right to discipline [ in accordance with its procedures] any of its members or employees who practice any form of discrimination as outlined in this policy.

This equality policy will be reviewed and written as necessary, every 3 years against:

- current legislation
- rules, regulations and procedures Within EMAR
- questionnaires, surveys, employee and membership feedback
- specific equality data collected from employees, members and other relevant parties
- research
- current Equality Standard criteria and guidelines

## **Policy definitions**

' Discrimination' Unfair treatment of person, racial group, minority etc; action based on prejudice

' Harassment' Trouble, torment or confuse by continual persistent attacks

' Victimization' To punish or discriminate against, selectively or unfairly

' Intimidation' To make timid or frightened as by threats; scare

' Bullying' Hurt, persecute or intimidate weaker people