



***Equality, Diversity and Inclusion Policy
02-05-2022***



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Introduction

Southampton Kendo Club aims to bring kendo to everyone who wants to study it. To train kendo safely we need to behave with respect and consideration for each other.

Southampton Kendo Club is committed to creating a culture which promotes equality, diversity and inclusion and does not tolerate discrimination among its members and volunteers.

This necessitates taking active steps to ensure all our volunteers are aware of the legal, societal and moral implications of discrimination, and putting procedures in place to recognise, report and handle any discrimination.

Policy Statement

Southampton Kendo Club believes everyone should have the opportunity to join us, and has the right to practice Kendo in a safe environment free from victimisation, bullying or harassment – regardless of age, ability or disability, sex, race, religion, ethnic origin, sexual orientation, marital or gender status.

Southampton Kendo Club recognises the importance of the Equality Act 2010 in providing the legal framework for stopping discrimination, and is committed to complying with the law.

Additionally, Southampton Kendo Club is aware that there is more to be done. We will take actions, set out in this policy, to promote equality, diversity and inclusion. These actions will be reviewed periodically to ensure we are following the latest best practices and advice.

Scope

This policy applies to all members of Southampton Kendo Club, regardless of their grade, experience and position within the club. It applies within the dojo and without, including social functions, kendo events and visiting other clubs.



Implementation

Southampton Kendo Club is committed to developing and maintaining its capability to implement this policy and procedures.

In order to do so the following will be in place:

- Codes of conduct for Coaches, Volunteers and Members and other relevant individuals.
- Equality and diversity training is required for all volunteers and coaches.
- Inclusive coaching training is required for all coaches.
- Complaints and disciplinary procedures that deal effectively with any concerns of discrimination, including those caused unintentionally or through ignorance.
- A Designated Safeguarding Lead.
- A process for forming a Case Management Group on a case by case basis within clear terms of reference.
- Arrangements to work effectively with other relevant organisations to safeguard and promote the welfare of adults, including arrangements for sharing information.
- Policies and procedures that address the following areas and which are consistent with this policy:
 - Safeguarding adults policy
 - Safeguarding children policy
 - Safe practice policy
 - Concerns and grievance policy
 - Safe recruitment policy
 - Health and safety risk assessment
 - Data protection policy

Equality Act 2010

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society.

It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

It is against the law to discriminate against anyone because of:

- age
- gender reassignment
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion or belief
- sex
- sexual orientation

These are called 'protected characteristics'.

You're protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

You're also protected from discrimination if:

- you're associated with someone who has a protected characteristic, for example a family member or friend
- you've complained about discrimination or supported someone else's claim



Discrimination can come in one of the following forms:

- **direct discrimination** - treating someone with a protected characteristic less favourably than others
- **indirect discrimination** - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage
- **harassment** - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them
- **victimisation** - treating someone unfairly because they've complained about discrimination or harassment