



Black Panther & School of Japanese Karate Equity Policy

SPORTS EQUITY

Black Panther & School of Japanese Karate (hereafter referred to as 'BPK/SJK') acknowledges and accepts as practice Sport England's definition of Sports Equity as follows:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them.
- Sports equity is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society whatever their age, ability, gender, race, ethnicity, sexual orientation, religious beliefs or socio/economic status.
- Sports equity is about making sure that all of our people can realise their talent and fulfil their potential.
- Sports equity is about using the power of sport to engage, unite and motivate people, promote social inclusion and improve health.
- Sports equity is about individuals' responsibility to challenge discriminatory practice and promote inclusion."

PURPOSE/EQUITY STATEMENT

BPK/SJK is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, employee or job applicant receives less favourable treatment on the grounds of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief.

BPK/SJK will ensure that everyone who wishes to will have equal opportunity to participate in the sport at all levels and in all roles, whether as a beginner, athlete, elite athlete, or as a coach, manager, employee, administrator or official.

COMMITMENT TO ACTION

BPK/SJK will display its commitment to Sports Equity through the implementation of its equity action plan.

Equity will be reflected in all areas of BPK/SJK which will be reflected in the equity action plan.

BPK/SJK will publicise this policy to all employees, members, volunteers and officials through its website, documents and mailings.

BPK/SJK will monitor, evaluate, review and report on its policies and procedures to all its employees, members, volunteers and officials.



Volunteers

All volunteers, including but not limited to committee, will be expected to:

- Adopt, promote and practice the values of the Club.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.

Coaches/Instructors

We will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principles and practices of equal opportunities
- Promote positive images of people with Special needs.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach.
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

DISCRIMINATION / HARASSMENT & VICTIMISATION

Discrimination can take the form of any of the following examples, but is not necessarily restricted to only those examples:

Direct Discrimination

Treating someone less favourably than you would treat others in the same circumstances.

Indirect Discrimination

This occurs when a requirement or condition is applied equally to all which has disproportionate and detrimental effect on one sex or racial group because fewer of that group can comply with it and the requirement cannot be justified in relation to the job.

Harassment

Harassment can be described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be of a sexual or racial nature or it may be directed towards people because of their age, their sexuality, a disability, or some other characteristic. Such behaviour is not acceptable and neither is it excused on the grounds that the harasser did not intend it.



Black Panther Karate / School of Japanese Karate
Cockfosters - Southgate - Brookmans Park - Potters Bar - Enfield



Victimisation

Victimisation can be described as when one person is treated less favourably than others because he or she has provided information about discrimination, harassment or inappropriate behaviour.

BPK/SJK regards discrimination, harassment or victimisation as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

All BPK/SJK members have a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

IMPLEMENTATION

All of BPK/SJK's recruitment and membership material shall include the equity policy statement.

This policy document will be available to all employees, members and volunteers. All employees, members and volunteers have the responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

COMMUNICATION

BPK/SJK will communicate this policy to all its members, volunteers and employees using its website and documents.

At time of review all members, volunteers and employees will be able to be part of the process.

MONITORING & EVALUATION

BPK/SJK will monitor and evaluate the success of the policy regularly and will review the policy annually.