

Equal Opportunity Policy

Aims

(Insert School Name Here) believe 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 school should have an equal chance to do so.

Admissions

Our School is open to everyone in the community. All students will become members via completing a membership form and providing our clearly outlined membership fees.

Employment

Our School will appoint the best person for each job and will treat fairly all applicants. No applicant will be rejected on grounds that contravene Our School Policy Statement. Commitment to implementing the Equal Opportunities Policy will form part of the job description of all of our School workers, paid or unpaid.

The Curriculum

Our Martial Arts School 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

The Centre recognizes the wide range of special needs of children and families in their community, and will



attempt to offer places to any individual whatever their, or their families, special need.

Discriminatory Behaviour/Remarks

This is unacceptable in our school. 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

Our School 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 the Chief Instructor. 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 the School due to discriminatory or harassing behaviour will be made in reference to the School's policies. Our School 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.

