



Karate England

Equality, Diversity & Inclusion Policy

(covering Racial Equality and Sexual Harassment Prevention)

Approved by the Board of Karate England

Date: 5th October 2025

1. Policy Statement

Karate England is committed to promoting equality, diversity and inclusion across all aspects of its activities. We believe that everyone has the right to participate in karate free from discrimination, harassment, or victimisation, regardless of their race, ethnicity, nationality, gender, sexual orientation, or any other protected characteristic.

We recognise our duty of care to provide a safe, respectful, and inclusive environment for athletes, coaches, officials, volunteers, and spectators.

2. Scope

This policy applies to:

- All Karate England members, staff, coaches, referees, volunteers, athletes, and participants.
- All events, training sessions, competitions, and official activities organised under Karate England.

3. Racial Equality

- Karate England has zero tolerance for racism or racial discrimination.
- No individual will be treated less favourably because of their race, colour, nationality, ethnic origin, or cultural background.
- Karate England will actively celebrate and respect cultural diversity within the martial arts community.
- Any racial abuse, whether verbal, physical, or online, will result in disciplinary action, which may include suspension or permanent removal from Karate England membership.
- Education and training will be provided to staff, coaches, and volunteers to promote cultural awareness and prevent racial bias.

4. Sexual Equality & Harassment

- Karate England is committed to gender equality and will ensure equal access, opportunities, and treatment for all members regardless of sex, gender identity, or sexual orientation.
- We operate a zero-tolerance policy towards sexual harassment, assault, or misconduct.
- Sexual harassment includes unwanted verbal, non-verbal, or physical behaviour of a sexual nature that creates an intimidating, hostile, or offensive environment.
- All reports of sexual harassment or misconduct will be taken seriously, treated confidentially, and investigated promptly.
- Appropriate disciplinary action, including referral to statutory authorities if necessary, will be taken against anyone found to have breached this policy.

5. Responsibilities

- Board of Directors: Overall responsibility for policy implementation and review.
- Coaches & Officials: Duty to uphold the policy in all activities, model inclusive behaviours, and challenge discrimination.
- Members & Participants: Expected to treat others with dignity and respect at all times.

6. Reporting Procedures

- Incidents of racial discrimination, sexual harassment, or any other form of misconduct can be reported to Karate England's Safeguarding & Welfare Officer.
- Reports will be handled in line with safeguarding and disciplinary procedures, ensuring confidentiality and protection from victimisation.

7. Monitoring & Review

- Karate England will monitor equality data and review this policy annually.
- Feedback will be sought from members to ensure continuous improvement in promoting diversity and inclusion.

8. Relevant Legislation:

The Human Rights Act 1998:

The Care Act 2014:

The Equality Act 2010:

9. Policy Approval

This policy has been approved by the Board of Karate England and is effective from [date]. It will be communicated to all members and made available on the official website.

Signed:

Original signed by Chairman and is held by David Wilson:

Mark Nevola

Chair, Karate England

Date: 5th October 2025