



# The British Council for Chinese Martial Arts

A Sports Council Recognized National Governing Body

## **BCCMA Equality, diversity, and inclusion Policy**

The BCCMA are totally committed to providing equality, diversity, and inclusion in the context of Chinese Martial Arts but recognizes that some Chinese Martial Arts activities may not be appropriate to everybody. However Chinese Martial arts systems are sufficiently diverse and rich in content that it should be possible, with some provisos, to cater for all prospective members.

It is a legal requirement for Coaches to create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

It is the responsibility of Lead Coaches to ensure that members of their coaching team (assistant coaches, volunteers, helpers) are made aware of, and sign up to, these requirements and their obligations to comply with the regulations before they are employed in the coaching environment.

- Treating any individual on grounds of age, gender, colour, marital status, race, nationality or ethnic of national origin, religion, sexual orientation, or disability less favourably than others.
  - Expecting an individual solely on the grounds stated above to comply with requirement(s) for any reason whatsoever related to their membership, which are difference from the requirements for others.
  - Imposing on an individual's requirements which are in effect more onerous on that individual than they are on others. For example, this would include applying a condition which makes it more difficult for members of a particular race or sex to comply than others not of that race or sex.
  - Victimisation of an individual.
  - Harassment of an individual, by virtue of discrimination.
  - Any other act of omission of an act, which has as the effect of disadvantaging one member against another, or others, purely on the above grounds. Thus, in all the BCCMAs recruitment, selection, promotion and training processes, as well as disciplinary matters, it is essential that merit, experience, skills and temperament are considered as objectively as possible.
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- The BCCMA commits itself to the immediate investigation of any claims of discrimination on the above grounds and where such is found to be the case, a requirement that the practice cease forthwith, restitution of damage or loss (if necessary) and to the investigation of any member accused of discrimination.

- Any member found guilty of discrimination will be instructed to cease forthwith. Since discrimination in its many forms is against the BCCMA's policy, any members offending will be dealt with under its disciplinary procedure.
- The BCCMA commits itself to the disabled person whenever possible and will treat such members, in aspects of their recruitment and membership, in exactly the same manner as other members. The difficulties of their disablement permitting, assistance will be given, wherever possible to ensure that disabled members are helped in gaining access. Appropriate training will be made to such who request it.