

EQUALITY AND DIVERSITY POLICY

1. Statement of Intent and Purpose:

(a) The British Kendo association (hereinafter called 'the BKA') is committed to encouraging equality and diversity within its membership and to eliminating unlawful discrimination.

(b) The purpose of this policy is to;

- Promote and provide equality, fairness and respect and access to all facilities, for all members, associate members and guests of the BKA.
- Avoid unlawful discrimination under the Equality Act 2010 including victimisation and harassment

2. This policy will apply to all BKA members, member dojos whilst practising under the auspices of the BKA, and to all BKA organised events; also to the management of the Bu and NC and the BKA GB squads.

3. The BKA will not discriminate unlawfully whether directly or indirectly against any member, associate member or guest on the grounds of any protected characteristic set out in the Equality Act 2010:

- Age
- Disability
- Gender reassignment
- Pregnancy/ maternity
- Race (colour, nationality, ethnic origin)
- Religion/ belief
- Sex
- Sexual orientation

4. Leaders of member dojo have a discretion to refuse a prospective member of the BKA as a member of the dojo in the case where he or she considers that the prospective member is not of sufficient maturity to understand safety rules relating to equipment or any other of practice, or where there is reasonable cause to believe that the presence of the person would not be compatible with their health and safety or that of other members.

5. The BKA will make reasonable adjustments in order to accommodate the needs of a person with a disability, where this is practicable.

6. Where the BKA has made a decision which appears to be discriminatory but maintains that it is lawful, the relevant dojo (in respect of admission as a member), Bu (in respect of events) or the NC (in respect of central services or policy) shall provide written reasons for the decision on request.

7. When a decision is made about any individual the only personal characteristics that may be taken into account are those consistent with an relevant legislation and that are relevant to the substance of the decision being made.

8. The BKA will take seriously all complaints of bullying, harassment, victimisation and unlawful discrimination. The complaints procedure as set out in Article 13 of the Constitution shall apply to all complaints made in respect of these matters.

9. No member, dojo member or administrative body of the BKA shall victimise or harass anyone who has helped a complainant pursue their case in respect of discrimination.

10. The BKA will review its practices and policies on a regular basis to ensure that they comply with any relevant legislation. This policy will be reviewed in line with legislative changes but in any event every 3 years.