

## Equality and Diversity Officer report -AGM 2018

1. I was appointed as a 'working party' in September 2017 to research the application to the Association of the Equality Act 2010, and to revise the (2010) equal opportunities policy. I have done this, a copy of a summary of my report to the NC of February 2018 and a copy of the resulting policy and guidance notes can be found on a new 'Equality and Diversity' section under 'Resources' on the website. (I would be happy to make the full report available to members subject of the consent of the NC).
2. The Equality Act 2010 has been in force for over 7 years and there are not in fact any significant policy changes or new duties on dojo leaders.
3. The next stage is to review the Associations current policies to ensure we are following best practice and complying with the Act. If there are any issues members would likem to raise then I will liaise with the Bucho and DRC Chairs, and will try to develop any further guidance that may be possible/ necessary.
4. I am in discussion with the NC Membership team on the issue of flexibility in recording members names and change of name.
5. There are some further matters which should be pursued in the next year; concerning possible sources of outside funding, and possible accreditation with organisations such as Stonewall. I would like to look at compliance with the Sports Councils Equality Group's 'Equality Standard for Sport'. There is likely to be a need to develop further guidance , and to look at specific transgender policies in respect of single-sex competitions.
6. I accepted the job last year on the basis that I would do the research and set up a policy - and with the intention of passing it on after that. I would therefore like to find a successor as I intend to step down for personal reasons. I am of course happy to remain involved for a while in order to support my successor .

Amanda Allen  
6 July 2018