

AMATEUR MARTIAL ASSOCIATION LTD

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EQUAL OPPORTUNITIES STATEMENT

The Amateur Martial Association aims to ensure that Equality of Opportunity to be seen as fundamental to all its teaching and practices.

INTRODUCTION

In the Amateur Martial Association we believe that Equality Opportunity is expressed as follows:-

♦ **POLICIES AND PRACTICES**

Creating a practice environment where all members of the association have fair treatment and equal access to the highest standard of training and enjoy fair and unbiased treatment in all their practices.

♦ **COMMUNICATION**

Keeping members fully informed of changes and consulting them on all issues which directly affect their training, and the administration of the association of which they are an integral part.

♦ **INVOLVEMENT**

Increasing involvement and commitment to the association by encouraging all members to share their ideas and to use their talents, regardless of gender, ethnic origin, disability, age, sexual preference or religion.

♦ **QUALITY OF TRAINING**

Equality of Opportunity can ultimately help to improve the quality of the training that is provided for everyone.

USING THIS POLICY

This policy should help all members to:

- ♦ become aware of the issues surrounding Equality of Opportunity;
- ♦ be familiar with the Amateur Martial Association policy and practice;
- ♦ avoid discrimination of any kind
- ♦ put into practice the association's policy, particularly those members who are responsible for, or involved in, teaching;
- ♦ make a contribution to promoting Equality of Opportunity and ensuring fair practices;

THE AMATEUR MARTIAL ASSOCIATION POLICY

- ♦ We are committed to providing Equality of Opportunity for all. Our aim is to ensure that all members are treated with integrity, respect and consideration.
- ♦ No member will receive less favourable treatment on the grounds of race, colour, nationality, ethnic or national origin, gender, religion, disability, marital status or sexuality, or be disadvantaged by conditions or requirements which are not covered by legislation or the organisations policies.

- ◆ Our aim is to encourage a positive environment for improving practice and a flexible teaching and training approach which is geared towards the needs of the individual as well as the association.

WHAT IS DISCRIMINATION?

- ◆ Direct Discrimination – treating one person less favourably than another in any respect on the grounds of gender, marital status, race or disability.
- ◆ Indirect Discrimination – imposing an unjustifiable requirement or condition on one's ability to partake in a given activity which has disproportionately adverse effect on one gender, racial or other groups.

GOOD TEACHER AND TRAINING PRACTICES

The Amateur Martial Association believes that specific members' training needs must be systematically assessed, general assumptions as to the members' needs are not to be encouraged.

All members should be actively involved in the assessment of their own training and development needs. Teachers must be skilful in recognising potential and supportive in providing the best possible training opportunities within the organisation. They should themselves be adequately trained to this task. In particular, Dan grades who are teachers should:

- ◆ encourage all members to develop their practice and gain further experience by training throughout the organisation;
- ◆ make sure that grading opportunities are accessible to all those who qualify;
- ◆ ensure that everyone is considered fairly for further training or grading;
- ◆ ensure that any other responsibilities given to members are done so based upon ability, skill and experience, not gender, ethnic origin, disability, etc.
- ◆ ensure that they do not assume that women or people with a disability for example are unable or unwilling to practice certain aspects of their Art, or do not have teaching aspirations.

DEALING WITH COMPLAINTS

From time to time complaints may arise that individual members have in some way been discriminated against. Teachers or other responsible members have a duty not to ignore or treat lightly such complaints, neither should an individual be victimised for making a complaint or stating their own views or opinions on aspects associated with the practice of the arts, or administration of the organisation.

If an individual member has a complaint they should follow the procedure outlined in the Constitution.

OUR COMMITMENT TO EQUALITY OF OPPORTUNITY

The Amateur Martial Association is committed to developing and maintaining the right climate and attitudes which will ensure that all members are treated well and fairly. It is vital that no one is disadvantaged, or feels disadvantaged, by the nature of their gender, age, sexual preference, marital status, ethnic or national origin, religion or disability. It is equally important that this philosophy is at the forefront of all teaching practices.

Continued success of this policy will involve regular review and update of our policies, practices and procedures. We must continue to develop and support specific initiatives – such as positive training schemes – to encourage those members that may otherwise be disadvantaged.

OPEN ACCESS POLICY

The Amateur Martial Association is committed to ensuring that all potential candidates / members can have access to the coaching process providing they meet the criteria of the technical definition, regardless of potential and financial favours, considerations or restrictions and affiliations.