



**KOSMO
SHOTOKAN**
Karate Club

EQUAL OPPORTUNITIES

V1.0

Nov 2025

Policy Statement

Kosmo Shotokan Karate Club is committed to promoting equality of opportunity and ensuring that all individuals — children, young people, and adults — have fair and equal access to participation, training, and employment (paid or voluntary) within the club.

We value diversity and are dedicated to creating an inclusive environment where everyone is treated with respect and dignity, and where discrimination, harassment, or victimisation of any kind is not tolerated.

We recognise that equality is not only about treating everyone the same, but also about understanding and responding to different needs to make karate accessible and enjoyable for all.

Purpose of the Policy

The purpose of this policy is to:

- Ensure that everyone involved in the club has equal access to activities, facilities, and opportunities.
- Prevent discrimination and promote inclusion in all areas of club operation, including membership, training, competition, instruction, and staffing.
- Support the club's commitment to fairness, openness, and the spirit of karate-do, which values respect, humility, and integrity.

Scope

This policy applies to:

- All club members (children, young people, and adults)
- Instructors, volunteers, and committee members
- Visitors, spectators, and parents/guardians attending club activities
- All aspects of club activity, including training sessions, events, competitions, social activities, and the recruitment or selection of staff and volunteers.

Our Commitment

Kosmo Shotokan Karate Club will:

- Provide equal access and opportunities regardless of age, disability, gender, gender reassignment, race, ethnic origin, religion or belief, sexual orientation, marital or parental status, pregnancy, or socio-economic background.
- Make reasonable adjustments to accommodate members, staff, or visitors with disabilities or additional needs.
- Encourage a culture of respect, tolerance, and understanding among all members and staff.
- Actively seek feedback and ideas from members and parents on how we can improve accessibility and inclusion.
- Regularly review club practices, policies, and facilities to ensure they promote inclusion and equality.



Access and Participation

- Training sessions, gradings, and events will be open to all who meet the basic membership requirements, without discrimination.
- Reasonable adaptations will be made to support inclusion, such as modifying activities or providing additional support for individuals with specific needs.
- All children and adults will be given equal encouragement and opportunity to progress within their capabilities.
- Fees and costs will be structured to avoid unnecessary barriers to participation, and financial hardship will be treated sensitively.

Staffing, Instructors, and Volunteers

- Recruitment of instructors, coaches, and volunteers will be based on merit, suitability, and ability to meet the role requirements.
- All recruitment and selection processes will be conducted fairly and consistently, without bias or discrimination.
- The club will seek to reflect the diversity of its community in its staffing and volunteer base.
- All staff and volunteers will be made aware of this policy and expected to uphold its principles.
- The club will provide appropriate training and support to ensure that equality and inclusion are embedded in all aspects of delivery.

Responsibilities

- **Club Welfare Officer:** Ensures this policy is implemented, communicated, and reviewed.
- **Instructors and Coaches:** Promote an inclusive environment and address inappropriate behaviour or discrimination during sessions.
- **Members and Parents:** Expected to treat others with respect and uphold the club's values of equality and fairness.

Feedback, Concerns, and Continuous Improvement

Kosmo Shotokan Karate Club welcomes feedback from members, parents, and staff on how we can improve equality and accessibility.

Anyone who feels they have experienced or witnessed discrimination, harassment, or unfair treatment — or who wishes to suggest improvements to access or inclusion — is encouraged to raise the issue confidentially with an instructor or committee member.

All feedback or concerns will be:

- Taken seriously
- Discussed openly and constructively
- Addressed promptly with the aim of learning and improving

Where necessary, formal action may be taken to address serious or repeated breaches of this policy. However, our primary approach is to listen, support, and work together to ensure karate remains open and accessible to all.

