

# Equal Opportunities Policy

AG Martial Arts Academy CIC

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## 1. Policy Statement

AG Martial Arts Academy CIC is committed to providing equality of opportunity for all staff, volunteers, young people, and families who engage with our programmes. We recognise and value the diversity of the communities we serve and aim to ensure that no individual is unfairly treated or disadvantaged.

We oppose all forms of unlawful or unfair discrimination, in line with the **Equality Act 2010**, including discrimination on the grounds of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race (including colour, nationality, and ethnic or national origin)
- Religion or belief
- Sex
- Sexual orientation

Our aim is to create an environment where everyone is treated with dignity and respect, and where the talents and contributions of all individuals are recognised and valued.

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## 2. Aims of the Policy

Through this policy we will:

- Promote equality, diversity and inclusion in all aspects of our martial arts programmes.
- Ensure fair access to our services for all young people, regardless of background or circumstance.
- Remove barriers to participation, including financial, cultural, or accessibility challenges.
- Make reasonable adjustments to meet the needs of young people with SEND or additional needs.

- Ensure staff and volunteer recruitment, selection, training, and development are based on skills, experience, and potential, without discrimination.
  - Actively challenge discriminatory behaviour and attitudes whenever they occur.
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### 3. Implementation

- **Training:** All staff, coaches, and volunteers will be made aware of this policy as part of their induction and ongoing training.
  - **Inclusive delivery:** Sessions will be adapted to suit different needs and abilities, including dedicated SEND-friendly sessions.
  - **Financial support:** Subsidised places and transport support will be offered to reduce barriers for families from disadvantaged backgrounds.
  - **Monitoring:** We will collect anonymised monitoring data (e.g. age, gender, SEND, ethnicity) where appropriate, to assess participation and inclusion across our programmes.
  - **Partnership working:** We will work closely with schools, SEND services, and community partners to ensure our activities are inclusive and reach those most in need.
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### 4. Complaints and Concerns

- Anyone who feels they have been unfairly treated under this policy may raise the issue with the Director or Designated Safeguarding Lead.
  - All complaints will be taken seriously, investigated promptly, and action taken where necessary.
  - Complaints will be handled confidentially and fairly.
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### 5. Responsibilities

- The **Director and Board of AG Martial Arts Academy CIC** are responsible for ensuring this policy is implemented and reviewed annually.
  - All staff, instructors, and volunteers are expected to uphold the principles of this policy in their work.
  - The Designated Safeguarding Lead will act as the Equal Opportunities lead for the organisation.
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### 6. Monitoring and Review

- This policy will be reviewed annually or sooner if required (e.g. changes to legislation or organisational needs).
  - Feedback from staff, young people, and families will inform the review process.
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**Approved by:**

Ali Chowdhary

Director, AG Martial Arts Academy CIC

**Date:** 15<sup>th</sup> August 2025