

Sub Club Grappling Equality & Diversity Policy

1. Introduction

Sub Club Grappling is committed to promoting equality, diversity, and inclusion in all aspects of our martial arts training, coaching, and club operations. We believe that every individual, regardless of background, has the right to participate in martial arts in a welcoming, inclusive, and supportive environment.

2. Purpose

The purpose of this policy is to:

- Ensure equality, fairness, and respect for all in our club.
- Prevent discrimination based on protected characteristics under the UK Equality Act 2010, including age, disability, gender, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, and marriage and civil partnership.
- Encourage a culture of respect, inclusivity, and equal opportunity in martial arts.
- Provide procedures for reporting and addressing discrimination, harassment, and bullying.

3. Scope

This policy applies to all members, students, instructors, staff, volunteers, parents, guardians, and visitors of **Sub Club Grappling**.

4. Club Commitment

At **Sub Club Grappling**, we are committed to:

- Providing a training environment free from discrimination, harassment, and victimisation.
- Ensuring all individuals have equal access to training, coaching, and competitive opportunities.
- Making reasonable adjustments to accommodate members with disabilities or additional needs.
- Educating instructors, staff, and volunteers on equality and diversity.
- Addressing incidents of discrimination, harassment, or unfair treatment through appropriate procedures.

5. Expectations of Club Members

All members, instructors, and staff are expected to:

- Respect the rights and dignity of others.
- Challenge and report any discriminatory behaviour or language.
- Support efforts to make **Sub Club Grappling** a safe and inclusive environment for all.

6. Anti-Discrimination & Harassment

Sub Club Grappling will not tolerate any form of discrimination, harassment, or bullying, including:

- Offensive or derogatory comments, jokes, or behaviour.
- Exclusionary practices based on personal characteristics.
- Sexist, racist, homophobic, or otherwise discriminatory language.
- Any form of abuse, intimidation, or victimisation.

Anyone found to have engaged in such behaviour may face disciplinary action, including suspension or removal from the club.

7. Inclusive Training & Reasonable Adjustments

To ensure fair participation for all, **Sub Club Grappling** will:

- Make reasonable adjustments for members with disabilities or medical conditions.
- Adapt training methods to accommodate different abilities and needs.
- Provide alternative participation options when required.

8. Reporting Concerns

Any concerns about discrimination, harassment, or unfair treatment should be reported to the **Club Safeguarding Officer – Mr Dan Merritt on dan@subclubgrappling.com** or the **Club Welfare Officer – Dr Ryan Salisbury on welfareofficer@subclubgrappling.com**. Reports will be handled confidentially and in accordance with the club's complaints procedure.

9. Escalation

If a member is not satisfied with how a complaint has been handled, they may escalate concerns to **BMABA's Safeguarding Team** at:

- Phone: 01798 306546
- Email: safeguarding@bmaba.org.uk

10. Monitoring & Review

This policy will be reviewed annually to ensure its effectiveness. Amendments will be made as necessary to align with UK equality laws and best practices.

Signed:

Daniel Merritt

Club Representative, Sub Club Grappling