



Equal Opportunities & Race Relations Policy

1. Statement of Intent

The All Styles Martial Arts Association (ASMAA) is an equal opportunities Association. The aim of this policy is to ensure that no director, volunteer, club head or member receives less favourable treatment on the grounds of sex, marital status, race, colour, creed, religion, physical disability, mental health, learning difficulty, age or sexual orientation.

The policy aims for the elimination of unlawful discriminatory practices and the promotion of measures designed to combat the effects of past discrimination. The policy aims to work within the legal context of the Disability Discrimination Act (1995), the Equal Pay Act 1970, the Sex Discrimination Acts (1975 and 1986), the Race Relations Act (1976) and the Race Relations (Amendment) Act (2000), the Rehabilitation of Offenders Act 1974, the Health and Safety at Work Act 1974 and other statutes as and when introduced.

ASMAA takes responsibility for ensuring that discrimination in membership does not occur and that its obligation is met by an effective equal opportunities policy, which is continually monitored. Directors have overall responsibility for the adoption, implementation and monitoring of the policy although, for day-to-day purposes, this responsibility rests with the individuals, clubs and instructors.

ASMAA recognises that it is liable, for any act of unlawful discrimination to its members.

2. Recruitment

The association will ensure, when recruiting members and clubs, that they adhere to this equal opportunities policy. All stages of the recruitment process will be monitored to ensure that no discriminatory practices are taking place.

3. Promotion, Training and Career Development

ASMAA will seek to ensure equality in promotion, training and career development. The association will aim to encourage all members to take advantage of opportunities to develop their full personal potential to contribute towards the objectives of the Association.

4. Harassment

Harassment can be defined as an action or comment which causes persistent offence to a person or group and ASMAA acknowledges that harassment is a form of discrimination which may lead to a breach of statutes as it constitutes an activity which can be detrimental to members of one particular sex or race.

5. Individual Members of the Association

It is important that all members contribute to the success of this policy. In particular, individuals must co-operate fully with measures introduced by ASMAA to ensure equal opportunity and prevent discrimination.

6. Monitoring

ASMAA will endeavour to promote the best equal opportunities practice and make specific recommendations on initiatives designed to promote equal opportunities throughout the association. The Head of ASMAA has the ultimate responsibility for ensuring that this policy is implemented, in line with this, progress will be formally reviewed every three years or before if necessary.

[Name] DAVE TURTON 10th Dan

[Position] HEAD and FOUNDER ASMAA

[Dated] March 2014

Please write your name and sign and date below to indicate that you have read and understood the above policy and that you agree and are willing to comply with it's conditions.

<i>Name</i>	<i>Sign</i>	<i>Date</i>

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