

# **The British National Martial Arts Association**

## **EQUAL OPPORTUNITIES POLICY STATEMENT**

### **POLICY STATEMENT**

The B.N.M.A.A. treats all people with equal respect, concern and consideration and recognises the contribution made to the community by all individuals. We strive to ensure that this belief is embodied in the way we provide services, in our organisations practices, and how we work with our partners/agencies/clubs/classes/academies in the community.

We will, with our partners, agencies, contractor, clubs, schools, academies and all other associated organisations, work to eliminate unlawful discrimination and promote equality of opportunity and good relations.

This policy statement set the framework for the B.N.M.A.A. policy statement for membership, affiliates, employment and both will be implemented by means of an Action Plan whereby the Key Objectives will be translated into specific action over a period of time.

### **KEY OBJECTIVES**

To achieve and maintain these standards, the B.N.M.A.A. will:

- embody these beliefs in planning services such that equal opportunity is at the heart of each service portfolio and underpins all service provision;
- provide clear information on all B.N.M.A.A services including individual's rights to access them;
- ensure that the B.N.M.A.A 's membership and affiliates better reflects the communities it serves; the B.N.M.A.A will ensure that its recruitment and training policies and practices are consistent with good equal opportunities practice;
- expect all its membership, instructors, students, employees and partners/agencies to take action to challenge and oppose harassment of local people on grounds of age, gender, ethnic origin, nationality, religion, sexuality, marital status or disability;
- develop, maintain and review consultation procedures which ensure that all individuals and local communities can have a say in the future of B.N.M.A.A and its services;
- ensure that fair and equal access to our services is monitored;
- raise awareness of, and promote, the diversity of martial arts; and strive to meet the diversity of needs of different communities;
- progress the key aims of the B.N.M.A.A strategy to tackle social exclusion;
- Monitor the application of these principles against legislative requirements, our published policies and objectives and the Commission for Racial Equality Standard.