

GB Wushu Kungfu Federation (GBWKF)

(Honouring Heritage, Advancing Wushu in Britain.)



Equality, Diversity & Inclusion Policy

Approved by: Board of Directors

Applies to: All Affiliated Groups, Officers, Coaches, Staff, Volunteers, Athletes and Officials

Review Cycle: Annual

Status: Mandatory Policy

GB Wushu Kungfu Federation (GBWKF)

(Honouring Heritage, Advancing Wushu in Britain.)

1. Introduction

The Great Britain Wushu Kungfu Federation (GBWKF) is committed to ensuring that all individuals involved in Chinese martial arts can participate in an environment that is fair, inclusive and free from discrimination. As a national governing body, GBWKF upholds the principles of equality, diversity and inclusion across all activities, ensuring compliance with the Equality Act 2010 and best practice standards within sport and community organisations.

This policy confirms the Federation's commitment to eliminating discrimination, promoting equal opportunity and ensuring that all participants, regardless of background or personal characteristics, are treated with dignity and respect.

2. Purpose

The purpose of this policy is to:

- Ensure fair, inclusive and equal treatment for all individuals and Groups within GBWKF.
- Meet legal obligations under the Equality Act 2010.
- Prevent and challenge discrimination, harassment and victimisation.
- Promote an organisational culture where everyone feels respected, supported and able to develop their full potential.
- Ensure GBWKF's activities reflect the diversity of the communities we serve.

3. Scope

This policy applies to:

3.1 Individuals

- Directors, officers, Executive Committee members
- Staff, volunteers, coaches, officials and instructors
- Athletes, participants and attendees of GBWKF activities

3.2 Organisations

- All affiliated and friendly clubs, associations and Groups
- Any organisation delivering activities under GBWKF authorisation

3.3 Activities

GB Wushu Kungfu Federation (GBWKF)

(Honouring Heritage, Advancing Wushu in Britain.)

- Training, coaching, competitions and events
- Seminars, workshops, assessments and courses
- Administrative and governance functions

4. GBWKF Commitment to Equality, Diversity & Inclusion

GBWKF will:

- Promote equality of opportunity in all programmes and decisions.
- Implement reasonable adjustments to enable participation by disabled people and those with additional needs.
- Encourage diverse representation across volunteers, coaches, officials and leadership roles.
- Ensure clear routes for reporting discrimination, harassment or victimisation.
- Provide training, briefings and guidance on EDI principles for relevant personnel.
- Monitor participation data, representation and complaints to assess progress.
- Review this policy annually and update it where necessary.

5. Protected Characteristics

Under the Equality Act 2010, GBWKF will not tolerate discrimination, harassment or victimisation on the basis of:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race, nationality or ethnicity
- Religion or belief
- Sex
- Sexual orientation

These protections apply to all individuals engaged in GBWKF activities.

6. Inclusive Practices

GBWKF will take proactive steps to embed inclusive practice across all areas of operation, including:

GB Wushu Kungfu Federation (GBWKF)

(Honouring Heritage, Advancing Wushu in Britain.)

6.1 Communication & Materials

- Ensuring accessible, inclusive communication formats where reasonably practicable.
- Reflecting community diversity in promotional and educational materials.

6.2 Activities, Events & Venues

- Using accessible venues wherever possible.
- Considering cultural, religious and personal needs when scheduling activities.
- Ensuring that participation pathways are open, fair and transparent.

6.3 Participation & Feedback

- Providing accessible procedures for feedback, complaints and input.
- Reviewing barriers to participation and seeking solutions where appropriate.

7. Responsibilities

7.1 All Staff, Coaches, Officials & Volunteers

Individuals must:

- Treat all participants with dignity, respect and fairness.
- Adhere to this policy and attend training when required.
- Report discriminatory behaviour, harassment or concerns to GBWKF promptly.

7.2 GBWKF Officers & Committees

Officers and committees will:

- Ensure this policy is implemented consistently across all Federation activities.
- Respond promptly and decisively to reports of discrimination or harassment.
- Apply disciplinary procedures where policy breaches occur.

7.3 Affiliated Clubs & Groups

Affiliated organisations must:

- Adopt and uphold this policy within their own structures.
- Ensure their staff and volunteers comply with GBWKF EDI expectations.
- Report relevant concerns to the Federation.

8. Complaints & Reporting

GB Wushu Kungfu Federation (GBWKF)

(Honouring Heritage, Advancing Wushu in Britain.)

- Any individual who believes they have experienced discrimination or harassment may submit a complaint to GBWKF.
- All complaints will be treated seriously, confidentially and investigated promptly.
- Where discrimination or harassment is substantiated, GBWKF may take disciplinary action in line with the Complaints, Disciplinary & Appeals Policies.
- Serious breaches may be escalated to external authorities where appropriate.

Accessible routes for reporting will be provided across all GBWKF programmes.

9. Review

This policy will be reviewed annually by the Board of Directors or earlier if new legislation, incidents or organisational changes require an update.