



EKNGB Diversity & Inclusion Policy

Policy Statement

The English Karate National Governing Body (EKNGB) is fully committed to promoting diversity, equity, and inclusion (DEI) across all areas of karate in England. We believe that karate should be open, safe, and welcoming to everyone, regardless of background or circumstance.

EKNGB recognises its responsibility, as a National Governing Body, to ensure that all people—participants, volunteers, coaches, officials, staff, and spectators—have equitable access to the sport and experiences free from discrimination, harassment, or inequality.

This policy aligns with:

- Sport England’s Code for Sports Governance, promoting diversity, integrity, and strong inclusive leadership.
- The Activity Alliance’s 10 Principles of an Inclusive Approach, ensuring that disabled people and individuals from underserved groups can participate fully in karate.

Purpose

The purpose of this policy is to ensure that EKNGB:

1. Champions inclusive governance and leadership, embedding diversity at board and organisational levels.
2. Provides fair and equitable access to participation, training, coaching, officiating, and leadership pathways.
3. Removes physical, social, and attitudinal barriers that prevent people—particularly disabled people and those from marginalized groups—from benefiting fully from karate.
4. Fosters an inclusive culture through education, communication, and accountability.
5. Meets the legal requirements of the Equality Act 2010.

Scope

This policy applies to:

- All EKNGB board members, committees, officers, and staff

- All EKNGB-affiliated clubs, coaches, instructors, technical officials, volunteers, and contractors
- All EKNGB-led programmes, competitions, and events
- All participants and members

Commitment to Governance Diversity (Aligned with Sport England)

EKNGB commits to:

Diverse and Skilled Leadership

- Maintaining a gender diversity on the Board and striving toward gender parity.
- Taking action to improve representation of individuals from ethnic minorities, disabled people, LGBTQ+ communities, and other underrepresented groups.
- Implementing open, transparent, and inclusive recruitment for all board and committee roles.

Inclusive Decision-Making

- Ensuring that Board decisions consider equality, diversity, and inclusion impacts.
- Providing regular ED&I updates to the Board, including performance indicators and risk reviews.

Inclusive Sport Delivery (Aligned with Activity Alliance Principles)

EKNGB will deliver karate in a way that:

Places People at the Centre

- Engages participants—especially disabled people and underrepresented groups—in the design and review of programmes.

Offers Choice and Flexibility

- Provides a range of participation formats, including adapted sessions, low-impact alternatives, and inclusive competition structures.

Communicates Clearly and Accessibly

- Ensures communication is accessible (e.g., plain language, subtitles, alternative formats).
- Promotes positive, diverse representation in all media and marketing.

Ensures Inclusive Environments

- Supports clubs to make venues, sessions, and training environments physically and socially accessible.
- Removes unnecessary barriers—such as complex membership processes, inaccessible grading procedures, or exclusive cultural practices.

Equality, Anti-Discrimination and Fair Treatment

EKNGB will not tolerate discrimination based on:

Age, disability, sex, gender identity, marital status, pregnancy/maternity, race, ethnicity, nationality, religion or belief, sexual orientation, socio-economic background, or any other protected characteristic.

This includes direct and indirect discrimination, harassment, bullying, and victimisation.

Responsibilities

EKNGB Board

- Has ultimate accountability for DEI delivery and compliance with Sport England's Code.
- Approves and reviews the DEI Action Plan annually.

Staff and Officers

- Embed inclusive practices in operations, events, and communications.
- Report DEI progress to the Board and respond promptly to safeguarding or discrimination concerns.

Coaches, Officials, and Club Leaders

- Must complete regular ED&I and safeguarding training.
- Uphold inclusive coaching standards and challenge discriminatory behaviour.
- Make reasonable adjustments for disabled participants.

Members and Participants

- Expected to behave respectfully and support an inclusive environment.
- Must follow EKNGB codes of conduct.

Reporting, Complaints and Whistleblowing

EKNGB provides a clear, confidential, and impartial process for reporting discrimination, harassment, or unfair treatment. All complaints will be:

- Taken seriously
- Investigated promptly
- Resolved fairly and transparently
- Escalated to independent safeguarding or disciplinary panels where required

Whistleblowers will be protected from retaliation.

Education, Training and Development

EKNGB will deliver ongoing training for staff, coaches, officials, and volunteers including:

- Equality, diversity & inclusion awareness
- Inclusive coaching for disabled participants
- Cultural competence
- Anti-discrimination and unconscious bias
- Governance and leadership diversity training for Board members

Data, Monitoring and Reporting

EKNGB will:

- Collect anonymised demographic data (voluntary) to understand membership diversity.
- Set measurable DEI objectives and publish annual progress in line with Sport England requirements.
- Use feedback from members, clubs, and participants—particularly disabled people—to identify barriers and improve accessibility.

Implementation and Review

- This policy is supported by an EKNGB Diversity & Inclusion Action Plan.
- The Board will review the policy annually and after any significant legislative or organisational changes.
- Clubs must align their local policies with this national standard to maintain EKGB affiliation.

Contact

For questions, advice, or to report concerns related to diversity and inclusion, please contact:

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