



## **BRITISH UNIVERSITY TAEKWON-DO LEAGUE (BUTL)**

### **DIVERSITY AND EQUALITY POLICY**



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#### **1. Introduction**

(a) BUTL is committed to diversity equality throughout our events, national team and workspace. BUTL is committed to eliminating all forms of discrimination whether or not covered by law. BUTL as an organisation additionally abides by the Taekwon-Do Tenets and Student Oath.

(b) As an organisation our aim is to ensure Student Taekwon-Do represents the diverse mix of backgrounds and identities present in our society. This is through our organisation, events, national squad, workspace, partners and institutions.

(c) BUTL wants to ensure all students, participants and individuals feel respected, valued and able to produce and experience their best whether competing, attending or engaging with our complete sport offer.

(d) It is the responsibility of all BUTL individuals to conduct themselves in a way to help the organisation provide equal opportunities, and to prevent bullying, harassment, victimisation and discrimination.

(e) BUTL seeks to work with individuals and organisations who reflect our equal and inclusive opportunities. This includes, but is not exclusive to those who compete, volunteer, attend, engage or sponsor within our opportunities.

#### **2. Purpose**

The BUTL Diversity and Equality policy's purpose is to:

- Provide equality, diversity, fairness and respect for everyone who participates or is involved in BUTL events or as an organisation.
- To prevent all discrimination whether it be based on race, religion, age, disability, gender reassignment (including identity), race, sex (gender) or sexual orientation.
- Ensure all events, opportunities and their delivery are fully inclusive and provide equal opportunities for all individuals (see inclusion policy).
- Uphold and abide by the Equality Act 2010.

#### **3. Commitment**

As per Diversity and Equality BUTL commits to:

- Encourage diversity and equality within the organisation and in all its projection.
- Create a zero-tolerance environment free of bullying, harassment, victimisation and discrimination, promoting dignity and respect for all.

- Ensure all individuals understand they are liable for acts of harassment, victimisation and discrimination, carried out within the organisation or any of its events, whether against colleagues, competitors, individuals or the public. (see Code of Conduct).
- Take seriously complaints of bullying, harassment, victimisation and discrimination and deal with all instances as appropriate.
- Provide opportunities for individuals to develop and progress, aiding the importance and understanding of upholding such policies.
- Monitor any forms of selection and appointment regarding race, religion, age, disability, gender reassignment (including identity), race, sex (gender) or sexual orientation.

#### **4. Organisational Duty**

The Equality Act 2010 requires organisations such as BUTL carry out its functions while ensuring to:

- Eliminate discrimination, harassment and victimisation.
- Advance equality of opportunity between people who share Protected Characteristic and those who do not.
- Ensure positive relations between people who share a Protected Characteristic and those who do not.

BUTL commits to going further than merely ensuring a person in a particular instance is not treated less favourably on the basis of their Protected Characteristic. Through the equality duty, BUTL ensures we consider the impacts of all strategies, plans, policies, procedures and any key decisions on equality and the removal of discrimination in these areas. It also requires BUTL to take steps to meet the needs of people from protected groups where these are different from the needs of other people, while encouraging people from protected groups to participate in all areas of activity.

BUTL upholds and carries out the functions set out by The Equality Act 2010, and updates all procedures and policies to ensure its delivery where appropriate.

Reviewed as of August 2020.