



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

### **INCLUSION STRATEGY & RESEARCH**



---

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

### **INCLUSION STRATEGY & RESEARCH**

#### **1. Introduction**

Inclusivity in sport is vitally important and BUTL as a provider of University and student Taekwon-Do ensures inclusion is at the forefront of the organisation, both internally and externally. BUTL commits to creating an inclusive and welcoming environment at all its events and opportunities, ensuring competitors, volunteers, coaches, spectators, umpires and all individuals feel safe, respected and included.

BUTL ensures all individuals are represented and welcomed regardless of race, religion, age, disability, gender reassignment (including identity), race, sex (gender) or sexual orientation. BUTL is proud of its diverse staff and commitment to upholding the values set out in the BUTL Diversity and Equality Policy and the BUTL Code of Conduct. As an organisation there is however always more that can be learnt, adapted and delivered to create a fully inclusive experience and opportunity for all individuals. BUTL continuously reviews and updates plans and development within this sector to ensure all standards are met to the highest professional level. Reviews as of August 2020.

#### **2. Strategy Response**

Working within the University and student sector, the BUTL team have vast experience and understanding of University Sport and concerns regarding inclusion. University institution and club members who participate and engage in BUTL have also been key to understanding the needs and direction required to best represent and tackle inclusion.

Additional to the BUTL organisational aims, the below have been developed to specifically relate to inclusion policy and its development:

- Ensure Inclusion is implemented in all BUTL policies, strategies and event delivery.
- Provide guidance and understanding on how inclusion can be achieved.
- Promote the role of inclusive sport within all levels of education, especially the higher and further education sectors.
- Research and assist with the education relating to why inclusion is impacted at a institutional level.
- Develop an Inclusion board in order to ensure implementation of all needs and requirements in BUTL delivery.

### **3. Role of the Inclusion Board**

As part of the BUTL Inclusion Pledge and Strategy an Inclusion board has been developed and set up to advance and improve the delivery of all BUTL events, while providing the Student Taekwon-Do sector with support and education on how to best tackle inclusion.

The board ensures to:

- Develop and lead the direction regarding inclusion implementation.
- Establish the key factors and areas that relate to inclusion within University sport and Student Taekwon-Do.
- Research and then identify examples of best practice that can aid BUTL as an organisation and assist with the education of the University sector.
- Create relevant campaigns and sector leading ways of educating individuals around the importance of inclusion and its key factors.
- Work to ensure BUTL is a leading innovator in tackling inclusion within sport at an institutional level.

### **4. Identified Areas of Importance**

Throughout the work on Inclusion BUTL has identified the following areas that are key to understanding and delivering inclusivity throughout University Sport and Student Taekwon-Do:

1. Mental Health
  - Not limited to but including depression, anxiety, performance anxiety, anti-social behaviour, toxic masculinity, bullying.
2. Diversity
  - Not limited to but including race, religion, age, gender reassignment (including identity), sex (gender), sexual orientation, anti-social behaviour, toxic masculinity, bullying.
3. Circumstantial
  - Not limited to but including financial, family obligation, location, work and study commitment.
4. Disability
  - Not limited to but including physical and mental restriction, inaccessibility of opportunity and lack of understanding.

The BUTL pledges to continue its work on Inclusion creating an inclusive and welcoming environment at all events and opportunities, while helping to develop this within the sector. Policies and procedures will continue to be updated and released.