

ALIBI BJJ ACADEMY

Equality, Diversity, and Anti-Discrimination Policy (UK Framework)

1. INTRODUCTION & CORE POLICY STATEMENT

Alibi BJJ Academy is completely committed to establishing a safe, highly professional, and inclusive training environment where martial arts excellence, personal development, and mutual respect form the absolute foundation of our culture. We believe that combat sports and martial arts are exceptional vehicles for resilience and empowerment. These training spaces must remain fully accessible to every single individual who demonstrates a willingness to learn, maintain strict discipline, and treat others with unwavering professionalism.

Our operational objective is to guarantee that no student, coach, staff member, volunteer, or visitor is treated less favourably, marginalised, or subjected to disruptive behaviour, exclusion, or discrimination based on any legal or personal characteristics. At Alibi BJJ Academy, personal dedication, technical focus, and sportsmanship both on and off the mats are the sole measures of a practitioner's character and standing.

CORE PHILOSOPHY

Attention, coaching commitment, and technical advancement at Alibi BJJ Academy are rewards for professionalism, technical execution, and an active willingness to learn. Ego-driven behavior, personal conflicts, and discriminatory actions have zero tolerance within our community.

2. UK LEGAL FRAMEWORK & PROTECTED CHARACTERISTICS

This policy is formalised in strict compliance with the **UK Equality Act 2010**. It establishes our zero-tolerance stance against all forms of discrimination, harassment, and victimisation. Under this UK statutory framework, full protection from adverse treatment extends directly to the following nine "Protected Characteristics":

- **Age:** Protecting individuals across all life stages, ensuring age-appropriate, structured, and entirely safe training environments.
- **Disability:** Ensuring fair access, non-discriminatory integration, and reasonable technical or physical accommodations for individuals with impairments.
- **Gender Reassignment:** Respecting the identity, dignity, and path of transgender and non-binary martial arts practitioners.
- **Marriage and Civil Partnership:** Preventing discrimination or biased treatment based on an individual's legal relationship status.
- **Pregnancy and Maternity:** Supporting and protecting the physical health, safety, and membership continuity of pregnant individuals and new mothers.
- **Race:** Ensuring total equality across all races, skin colours, nationalities, citizenship statuses, ethnic backgrounds, and national origins.

- **Religion or Belief:** Respecting diverse philosophical, ethical, and religious convictions, provided they do not infringe upon the safety or rights of others.
- **Sex:** Guaranteeing equal development opportunities, coaching attention, and technical integration for male, female, and non-binary individuals alike.
- **Sexual Orientation:** Providing an entirely secure, welcoming, and professional environment for individuals of all sexual orientations.

3. DEFINITIVE CATEGORISATION OF PROHIBITED BEHAVIOURS

To ensure total clarity and eliminate ambiguity across all levels of the organisation, the table below provides the legal definitions of behaviours that are strictly prohibited at Alibi BJJ Academy:

BEHAVIOUR TYPE	LEGAL DEFINITION AND ACADEMY APPLICATION
Direct Discrimination	Treating an individual less favourably than another person is, has been, or would be treated in a comparable situation explicitly because of a protected characteristic (e.g., refusing to roll, drill, or train with a teammate based solely on their race, sex, or religion).
Indirect Discrimination	Applying an academy rule, policy, criterion, or practice across the board that appears neutral but inadvertently puts individuals sharing a specific protected characteristic at a distinct disadvantage, without an objective, safety-driven, or proportionate justification.
Harassment	Engaging in unwanted, uninvited conduct related to a protected characteristic that violates an individual's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive training environment (e.g., inappropriate commentary, slurs, or derogatory jokes on the mats).
Victimisation	Subjecting an individual to detrimental treatment, social exclusion, or retaliation because they have made a formal complaint, supported a peer's grievance, or reported a known breach of this Equality Policy.

4. OPERATIONAL IMPLEMENTATION & CODE OF CONDUCT ON THE MATS

This policy is actively enforced across all daily operations, scheduling, coaching methodologies, and administrative tasks. Every member of the Alibi BJJ Academy instruction team, support staff, and student body must strictly adhere to the following standards:

4.1 Instruction and Coaching Standards

- All instructors must provide equal attention, technical corrections, and grading assessments based strictly on a student's consistency, technical progression, and individual effort, completely independent of their personal identity.
- Curriculum delivery, technical training progression, and student evaluations will remain transparent, documented, and entirely objective across all programmes.

4.2 Mat Etiquette and Student Safeguarding

- Every student must treat their training partners with absolute physical and verbal respect. Training mechanics must heavily emphasise control, technical precision, and mutual physical safety.
- **Safety & Size Matchmaking Rule:** For strict safety and safeguarding reasons, children and adults will not be mixed in combat training sessions or live sparring unless they are of a highly comparable physical size. This ensures physiological protection and a constructive learning environment for all parties.
- Physical bullying, verbal intimidation, disruptive interpersonal drama, and unprofessional behaviour are banned from the facility permanently.

4.3 Facility Rules and Administration

- The academy operates as a dedicated training ground for martial arts and athletic development, not a social lounge or a childcare facility. Parents must pick up children immediately following the conclusion of their designated sessions.
- All official feedback, administration, complaints, and safeguarding matters must be handled through formal, written channels rather than informal messaging platforms to preserve a professional, legally binding paper trail.

5. REPORTING AND GRIEVANCE PROCEDURES

Alibi BJJ Academy mandates that all complaints, safeguarding matters, and allegations of discriminatory behaviour be handled through formal, written communication to ensure an unbiased, thorough, and auditable process.

1. **Submitting a Formal Report:** Any individual who experiences, witnesses, or is made aware of behaviour contrary to this policy must submit a detailed report via the official academy email address. This ensures an administrative paper trail and prevents informal or unverified summaries from distorting facts.
2. **Investigation Process:** Upon receipt of an email report, the management team will immediately launch a confidential investigation. This includes interviewing all involved parties, gathering independent witness statements, and reviewing any relevant documentation or footage.
3. **Interim Protective Measures:** While an investigation is actively ongoing, management reserves the absolute right to temporarily suspend academy memberships or coaching schedules to maintain a peaceful, safe, and uncompromised training environment.

6. DISCIPLINARY ACTIONS AND CONSEQUENCES

Any proven breach of this Equality Policy will result in an immediate disciplinary review. Alibi BJJ Academy maintains an uncompromising approach to serious misconduct. Depending on the severity and context of the offence, management will execute the following actions:

- **Formal Written Warning:** Issued for minor, first-time infractions where a clear lack of situational awareness is evident and a genuine willingness to correct the behaviour is demonstrated.
- **Suspension of Membership or Employment:** Temporary removal from coaching, training, or accessing the academy grounds while behavioural remediation is assessed.
- **Immediate Expulsion or Contract Termination:** For explicit acts of discrimination, severe or ongoing harassment, or malicious, disruptive behaviour, the individual's membership or employment contract will be terminated permanently. No refunds will be issued, and future entry to the premises will be denied.

7. REVIEW AND MAINTENANCE

This policy is a live document owned and executed by the management of Alibi BJJ Academy. It is subject to annual review to ensure continuous alignment with updates to UK employment law, sports safeguarding standards, and civil legislation.

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Authority: Academy Management, Alibi BJJ Academy