

# WOKING MARTIAL ARTS

## Alibi BJJ Academy — Equality & Diversity Policy

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### 1. Introduction

Woking Martial Arts / Alibi BJJ Academy is committed to promoting equality, diversity, and inclusion in all aspects of our martial arts training, coaching, and club operations. We believe that every individual, regardless of background, has the right to participate in martial arts in a welcoming, inclusive, and supportive environment.

### 2. Purpose

The purpose of this policy is to:

- Ensure equality, fairness, and respect for all within our academy.
- Prevent discrimination based on protected characteristics under the UK Equality Act 2010, including age, disability, gender, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, marriage and civil partnership.
- Encourage a culture of respect, inclusivity, and equal opportunity in martial arts.
- Provide transparent procedures for reporting and addressing discrimination, harassment, and bullying.

### 3. Scope

This policy applies to all members, students, instructors, staff, volunteers, parents, guardians, and visitors of Woking Martial Arts / Alibi BJJ Academy.

### 4. Club Commitment

At Woking Martial Arts / Alibi BJJ, we are committed to:

- Providing a professional training environment free from discrimination, harassment, and victimisation.
- Ensuring all individuals have equal access to training, technical coaching, and competitive advancement.
- Making reasonable adjustments to accommodate members with disabilities or additional needs, provided such adjustments do not compromise fundamental mat safety or structural training integrity.
- Educating instructors, staff, and volunteers on operational equality and diversity practices.
- Addressing incidents of discrimination, harassment, or unfair treatment through objective, formal disciplinary procedures.

### 5. Expectations of Club Members

All members, instructors, and staff are expected to:

- Respect the rights, boundaries, and dignity of others at all times.

- Identify and report any discriminatory behaviour or exclusionary language immediately to academy leadership.
- Actively support efforts to preserve Woking Martial Arts / Alibi BJJ Academy as an ego-free, safe, and professional environment for disciplined martial arts study.

## 6. Anti-Discrimination & Harassment

Woking Martial Arts / Alibi BJJ Academy will maintain a zero-tolerance policy regarding any form of discrimination, harassment, or bullying, including:

- Offensive, derogatory, or exclusionary comments, jokes, and behavior.
- Exclusionary practices based on personal or protected characteristics.
- Sexist, racist, homophobic, or otherwise discriminatory language.
- Any form of abuse, manipulation, intimidation, or victimisation.

Anyone found to have engaged in such behavior will face immediate internal disciplinary review, which may result in suspension or permanent removal from the academy.

## 7. Inclusive Training & Reasonable Adjustments

To ensure fair participation for all, Woking Martial Arts / Alibi BJJ Academy will:

- Evaluate and implement reasonable adjustments for members with documented disabilities, medical conditions, or unique learning needs.
- Adapt instructional methodology where viable to accommodate varying developmental paces and physical capabilities.
- Provide balanced alternative training frameworks when safely executable.

**Safety & Combat Realism Note:** Given the high-contact physical nature, leverage requirements, and biomechanics of Brazilian Jiu-Jitsu, adjustments cease to be considered reasonable if they compromise the physical safety of coaches, practitioners, or training partners.

## 8. Reporting Concerns

Any concerns regarding discrimination, harassment, or unfair treatment must be reported immediately to the Safeguarding Lead or a senior academy official. All formal reports will be managed confidentially, impartially, and thoroughly processed in accordance with our internal review standards.

<b>Safeguarding Lead</b>	Richard Briggs
<b>Contact Details</b>	<i>Available directly via the academy administration desk / official communication channels.</i>

## 9. Escalation

If an issue cannot be resolved internally, or if a member remains unsatisfied with the structural handling of a complaint, concerns may be formally escalated to the British Martial Arts & Boxing Association (BMABA) Safeguarding Team:

<b>BMABA Phone</b>	01798 306546
<b>BMABA Email</b>	safeguarding@bmaba.org.uk

## 10. Monitoring & Review

This policy will undergo formal review annually to maintain absolute alignment with UK statutory regulations, equality laws, and evolutionary operational best practices.

**Signed:**

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**Edyta Opalka**

Sole Director & Lead Instructor  
Woking Martial Arts / Alibi BJJ Academy