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KRMA Equality, Diversity & Inclusion (EDI) Policy 2025

June 2025

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KRMA Equality, Diversity & Inclusion (EDI) Policy 2025

1. Purpose

At KRMA, we believe martial arts is for everyone. This policy affirms our commitment to fostering an inclusive, respectful, and welcoming environment for all students, staff, and visitors, regardless of background or identity.

2. Scope

Applies to:

- All KRMA locations and events
- All instructors, volunteers, students, and visitors
- All activities including training, grading, marketing, and community engagement

3. Legal Framework

KRMA adheres to the **Equality Act 2010**, which protects individuals from discrimination on the basis of the following *protected characteristics*:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

4. Our Commitment

KRMA will:

- Promote equality of opportunity across all programmes



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- Ensure that no individual is disadvantaged or treated less favourably
- Provide reasonable adjustments to support access for those with disabilities or additional needs
- Challenge discrimination, harassment, bullying, or victimisation wherever it occurs
- Provide EDI training to staff and volunteers

5. Inclusive Teaching & Participation

- All classes are designed to be age-appropriate and accessible
- Alternative formats or approaches are used where needed (e.g. neurodivergent support, injury modification)
- We support participation from all ethnicities, genders, body types, faiths, and abilities
- Trans and non-binary students will be supported according to their self-identified name, pronouns, and uniform preferences

6. Language & Behaviour

- Discriminatory language, jokes, gestures, or microaggressions are not tolerated
- All instructors are expected to model inclusive, respectful communication
- Students are educated in values of teamwork, kindness, and respect
- Conflict is addressed using restorative and educational approaches

7. Complaints & Concerns

If a student, parent, or staff member feels they've been discriminated against or witnessed exclusionary behaviour:

- They may speak directly with a senior instructor or use the **KRMA Complaints Procedure**
- Concerns are investigated confidentially and taken seriously
- Support is offered to all parties and appropriate action taken where required

8. Monitoring & Review

- Diversity within KRMA is monitored informally and through feedback systems
- This policy is reviewed annually and updated to reflect legislation and community needs.