

# Equality, Diversity & Inclusion (EDI) Policy

Milton Keynes Aikikai

## 1. Policy Statement

Milton Keynes Aikikai is committed to creating an inclusive, respectful and safe environment where all individuals can participate in aikido regardless of background or personal characteristics. We actively promote equality of opportunity and aim to eliminate unlawful discrimination, harassment, and victimisation in accordance with the Equality Act 2010.

## 2. Scope

This policy applies to all members, students, instructors, volunteers, and visitors, covering all dojo activities including classes, seminars, grading, social events, and online conduct.

## 3. Legal Framework

This policy is based on the Equality Act 2010, which protects individuals from discrimination based on nine protected characteristics.

## 4. Protected Characteristics

Age – Inclusive participation for all ages.  
Disability – Reasonable adjustments where possible.  
Gender Reassignment – Respect and support for trans individuals.  
Marriage and Civil Partnership – No discrimination based on status.  
Pregnancy and Maternity – Support and safe adaptation of training.  
Race – Zero tolerance for racial discrimination.  
Religion or Belief – Respect for all beliefs and non-belief.  
Sex – Equality between men and women.  
Sexual Orientation – Inclusion of all orientations.

## 5. Our Commitments

We promote an inclusive environment, ensure equal access to opportunities, make reasonable adjustments where possible, and maintain a safe and respectful training space.

## 6. Unacceptable Behaviour

Discrimination, harassment, bullying, victimisation, offensive language, exclusion, or intimidation will not be tolerated and may result in disciplinary action.

## **7. Responsibilities**

Instructors must lead by example and ensure inclusive practices. Members must treat others with respect and adhere to dojo values.

## **8. Reporting Concerns**

Concerns should be raised with instructors or designated contacts. All reports will be handled seriously and confidentially.

## **9. Monitoring and Review**

This policy will be reviewed periodically to ensure compliance and effectiveness.

## **10. Conclusion**

Milton Keynes Aikikai is committed to fostering a dojo where everyone can train safely, confidently, and with dignity.