



# **B.W.F.**

## **BRITISH WADO FEDERATION RACE EQUALITY POLICY**

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## **RACE EQUALITY POLICY**

### **INTRODUCTION**

All instructors, coaches and staff of the BWF are opposed to all forms of racism which seek to disadvantage persons on the grounds of colour, culture or ethnic origin and comply with the Race Relations (Amendment) Act 2000 which places a new duty on public authorities to promote race equality.

The BWF instructors, coaches and staff should ensure that the racial minorities represented in BWF are treated fairly in all areas of karate life.

The BWF is an all-inclusive karate association, which promotes racial equality and positive race relations. The BWF strive to do their best to eliminate unlawful racial discrimination. The BWF encourage all students to develop an understanding of the variety and complexity of ethnic identities and cultures within Britain and the World and ensure that students recognise the harm that racial prejudice and racial discrimination cause.

### **STRATEGIES**

The BWF will continue to re-appraise and develop itself in order to create an ethos that meets the needs of all its students and staff and so provide the best possible environment in which all may achieve their full potential.

The BWF will not tolerate racist behaviour such as name calling, stereotyping of all or any ethnic groups, insulting remarks, offensive graffiti, undue pressure on individuals and bullying.

The BWF will not use literature that is racially biased and dependent upon stereotypes, nor should it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols.

The BWF will aim to celebrate a broad range of cultures.

Parents/guardians will be consulted as appropriate. Ethnic origin will have no bearing on the appointment of staff to any position within BWF.

### **RESPONSIBILITIES**

The Instructors within the BWF will ensure that our National Governing Body complies with its duty under the Race Relations (Amendment) Act. All instructors are responsible for dealing with racist incidents, challenging racial bias and stereotyping and promoting racial equality.

The BWF Chairman is responsible for the implementation of the policy and ensuring that all instructors are aware of their responsibilities and given training and support where needed.

Breaches of the Policy – anyone (student or instructor) found not to be complying with the policy will be disciplined in line with the BWF Discipline Policy.

**REVIEW** - The BWF instructors assess the impact of the policy by logging racially motivated incidents, both positive and negative, and reporting these to the BWF at least once every 12 months..