



B.W.F.

BRITISH WADO FEDERATION RACE EQUALITY POLICY

CHAIRMAN

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BRITISH WADO FEDERATION IS AFFILIATED TO



INTERNATIONAL WADO FEDERATION

BRITISH WADO FEDERATION



RACE EQUALITY POLICY

Introduction

The instructors 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 instructors and staff will ensure that the racial minorities represented in the BWF are treated fairly in all areas of Karate life. We are an all-inclusive Karate group which promotes racial equality and positive race relations. We aim to eliminate unlawful racial discrimination. We aim to ensure that all students 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 its organisation 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 will it allow the distribution of racist literature or pamphlets or permit the wearing of racially offensive symbols.

The BWF aims 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 the club.

Responsibilities

The instructors within this club will ensure that this club complies with its duty under the Race Relations (Amendment) Act.

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

All instructors will be responsible for dealing with racist incidents, challenging racial bias and stereotyping and promoting racial equality.

Breaches of the Policy – anyone (student or instructor) found not to be complying with the policy will be disciplined in line with this club's disciplinary policies.



Review

The BWF will assess the impact of this policy by logging racially motivated incidents, both positive and negative, and reporting these to the **LEAD DESIGNATED SAFEGUARDING WELFARE OFFICER** at least once every 12 months.

NSPCC Helpline

Tel: 0808 800 5000

Email: helpline@nspcc.org.uk

NSPCC Asian Helpline

Bengali - 0800 096 7714

Gujurati - 0800 096 7715

Hindi - 0800 096 7716

Punjabi - 0800 096 7717

Urdu- 0800 096 7718

Asian/English - 0800 096 7719

Cymru/Wales Child Protection Helpline

Freephone: 0808 100 2524

Email: helplinecymru@nspcc.org.uk in English or Welsh.

Textphone: Freephone - 0808 100 1033. This is for people with hearing difficulties.

Fax: 01248 361085

www.ceop.gov.uk The Child Exploitation and Online Protection (CEOP) Centre is part of UK police and is dedicated to protecting children from sexual abuse wherever they may be. You can report abuse through their site, see below. But if you know about a child or young person who is in immediate danger, risk or you require an urgent response, you must call 999 or your local police.