



## **Inclusion Policy**

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### **Policy Statement**

Taekwondo Council UK (TCUK) is dedicated to promoting an inclusive, equitable, and welcoming environment where all individuals, regardless of their background, identity, or ability, can fully participate in Taekwondo. TCUK values diversity and actively works to eliminate barriers to inclusion, ensuring that every member and participant, including those with physical or mental disabilities, feels respected, supported, and empowered.

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### **Purpose**

This policy outlines TCUK's commitment to fostering an inclusive environment and sets expectations for behaviour, participation, and organisational practices to ensure that inclusion is upheld throughout all activities under the council's jurisdiction.

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### **Scope**

This policy applies to all TCUK members, participants, instructors, officials, volunteers, and anyone involved in events, training sessions, or activities organised under TCUK.

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### **Commitments**

#### **1. Equal Opportunity**

- TCUK ensures that all individuals, regardless of age, gender, sexual orientation, ethnicity, religion, socioeconomic status, physical or mental disability, or any other characteristic, have equal access to participation, opportunities, and resources within Taekwondo.

#### **2. Diversity and Representation**

- TCUK recognises and celebrates the diversity within the Taekwondo community and is committed to amplifying underrepresented voices.
- Leadership and governance will strive for diversity in decision-making roles.

#### **3. Inclusive Practices**

- All TCUK-affiliated events, programmes, and training sessions will be designed to accommodate and support participants of varying abilities, cultural backgrounds, and needs, including those with physical or mental disabilities.



## **Taekwondo Council UK (TCUK) Inclusion Policy**

**Effective Date: 20<sup>th</sup> November 2024**

- Language and communication used in TCUK materials and interactions will be inclusive and non-discriminatory.

### **4. Creating a Safe Space**

- TCUK is committed to providing a safe and respectful environment where individuals can practice and engage in Taekwondo without fear of discrimination, harassment, or exclusion.

### **5. Education and Training**

- TCUK will provide ongoing education and training for its members, instructors, and officials to promote inclusion, diversity, and cultural awareness within the Taekwondo community.

### **6. Reasonable Adjustments**

- TCUK will make reasonable adjustments to accommodate individuals with physical or mental disabilities or other specific needs, ensuring full participation wherever possible.

### **7. Zero Tolerance for Discrimination**

- Discrimination, bullying, harassment, or any behaviour that undermines inclusion will not be tolerated and will be addressed promptly in line with TCUK's disciplinary procedures.

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## **Responsibilities**

- **Council Members**  
Ensure that inclusion is embedded in all governance, decision-making, and activities.
- **Instructors and Coaches**  
Promote inclusive practices in their sessions and serve as role models for respect and equity.
- **Members and Participants**  
Commit to respecting and supporting the diversity of the Taekwondo community.

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## **Reporting and Accountability**

TCUK encourages open communication and has established clear channels for reporting concerns related to inclusion. Reports will be handled with sensitivity, confidentiality, and urgency, ensuring that any breaches of this policy are addressed appropriately.

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## **Review and Monitoring**

TCUK will review this policy annually to ensure its relevance and effectiveness, adapting it as needed to reflect evolving best practices in inclusion and diversity.

**Adopted by Taekwondo Council UK: 20<sup>th</sup> November 2024**

**Next Review Date: 20<sup>th</sup> November 2025**