

Shaolin Temple Martial Arts and Cultural Centre

Member of British Council for Chinese Martial Arts (BCCMA)



Shaolin Temple Martial Arts and Cultural Centre (STCC)

Equality, diversity, and inclusion Policy

1. Policy Statement

Shaolin Temple Martial Arts and Cultural Centre CIC is committed to promoting equity, diversity and inclusion in everything we do. We believe martial arts, health, wellbeing and cultural education should be accessible to people from all backgrounds. We are committed to creating a welcoming, respectful and inclusive environment where everyone is treated fairly and with dignity. We recognise that people have different

experiences, abilities and needs. Our aim is to remove unnecessary barriers to participation while ensuring activities remain safe, appropriate and professionally delivered.

2. Our Commitment

Promote equality of opportunity; value diversity; provide an environment free from discrimination, harassment and bullying; respect different cultures, religions and beliefs; encourage participation from underrepresented communities; meet responsibilities under the Equality Act 2010; continually improve accessibility and inclusion.

3. Supporting Diverse Communities

We particularly seek to engage children and young people, older adults, women and girls, people experiencing social isolation, individuals living with physical or mental health challenges where participation is appropriate and safe, people from ethnically diverse communities, individuals and families experiencing financial hardship, and those with limited access to sport and wellbeing opportunities.

4. Breaking Down Barriers

We reduce barriers by offering funded and subsidised programmes where funding allows, using accessible venues, providing clear information, offering beginner-friendly sessions, making reasonable adjustments where practical and safe, and working with schools, community organisations and referral partners.

5. Listening and Responding

We gather feedback through surveys, conversations, parents, volunteers, instructors, community events, social media and partner organisations. Feedback informs programme design, accessibility, communication and future development.

6. Equality of Opportunity

We welcome people regardless of age, disability, race, ethnicity, nationality, religion or belief, sex, gender identity, sexual orientation, marriage or civil partnership, pregnancy or maternity, or socioeconomic background. Decisions are based on suitability, safety and merit.

7. Recruitment and Partnerships

Recruitment is fair and transparent. We work collaboratively with schools, community organisations, local authorities, healthcare professionals, National Governing Bodies, charities and referral partners to widen participation.

8. Zero Tolerance

We do not tolerate discrimination, harassment, bullying, victimisation or hate incidents. Concerns are investigated promptly and managed fairly.

9. Monitoring

The Directors review participation, accessibility, feedback and inclusion annually, using findings to improve services.

10. Responsibility

Everyone involved shares responsibility for creating an inclusive environment. The Directors have overall responsibility for implementation and review.

EDI Statement

Equity, Diversity and Inclusion is an ongoing commitment. We will continue listening to our communities, removing barriers wherever reasonably possible and ensuring our programmes remain welcoming, accessible and representative of the diverse communities we serve.