



Evolutionary Martial Arts

Inclusion and Diversity Policy

Our Commitment

At Evolutionary Martial Arts (EMA), we believe that the "Way of Gongfu" belongs to everyone. We are committed to fostering an inclusive, welcoming, and diverse environment where every practitioner is valued, respected, and empowered to progress, regardless of their background, identity or abilities.

1. Our Inclusive Philosophy

We embrace the diversity of our community as a source of strength. We are dedicated to providing a training environment that is free from discrimination, harassment, or prejudice. Our principles of mutual respect and cooperation apply to every individual who walks through our doors.

2. Accessibility and Adaptation

- **Individualised Approach:** We recognise that every practitioner is an individual with unique needs. We actively adapt our training methods—ranging from technical modifications to environmental adjustments—to ensure that our syllabus is accessible to all.
- **Support for Diverse Needs:** We are committed to supporting practitioners with physical disabilities, neurodivergence, chronic health conditions, or any other specific requirements. Through open communication and **Individual Training Plans**, we work collaboratively with members to remove barriers to participation.

3. Creating a Safe Atmosphere

- **Zero Tolerance:** EMA operates a zero-tolerance policy regarding any form of discrimination or harassment based on race, gender, sexual orientation, religion, disability, age, or any other personal characteristic.
- **Respectful Conduct:** Our Code of Conduct mandates that all practitioners demonstrate respect for one another. Disruptive, disrespectful, or exclusionary behaviour is not tolerated and will be addressed through our **Concerns and Complaints Policy**.

4. Teaching and Pedagogy

- **Evidence-Based Inclusion:** Our instructors are coached in trauma-informed and attachment-aware pedagogy, ensuring that our teaching methods are supportive and psychologically safe.
- **Open Communication:** We encourage feedback from our members. If a practitioner identifies an area where our club could be more inclusive, we are committed to listening and making the necessary adjustments.

5. Review and Accountability

- We regularly review our practices to ensure they remain inclusive and effective.
- This policy is a living commitment, integrated into all aspects of our club governance, from recruitment to day-to-day training.



Evolutionary Martial Arts

evolutionarymartialarts.co.uk

EvolutionaryMartialArtsUK@gmail.com

The Coach House, Prince George Street, Cheadle, Staffordshire,

Sifu Josh Nixon

(01782) 363 403

07981 175 878

ST10 1HX

- Our policies are subject to continual regular revision and review. If there is an error or omission in this policy, or you have a suggestion to make regarding it or any other aspect of our policies and procedures, please do not hesitate to contact any member of our team and we will look into it as a matter of priority.

