



Evolutionary Martial Arts

Recruitment Policy

Our Commitment

At Evolutionary Martial Arts (EMA), we are committed to recruiting high-calibre individuals who share our dedication to the Way of Gongfu, our commitment to safety, and our focus on evidence-based pedagogy. We aim to build a team that is professional, approachable, and deeply aligned with our club Principles.

1. Team Structure

We recognise distinct roles within our instructional team to ensure consistent syllabus delivery and appropriate levels of responsibility:

- **Assistants:** These roles are informal. Assistants are experienced practitioners who help others in class. They hold no formal instructional responsibility and act under the direct guidance of the Sifu.
- **Junior Instructors:** This is a formal role for those actively undertaking their EMA instructorship training. They are more independent in their teaching delivery but operate under the constant supervision of the Sifu, functioning in a capacity similar to a student teacher at university.
- **Instructors:** This is a formal role for those who have completed their comprehensive EMA Instructorship training. They are authorised, qualified and insured to operate independently and take full responsibility as a leader in training.

2. Recruitment Standards

All prospective team members must meet the following baseline requirements:

- **Martial Arts Proficiency:** Demonstration of relevant experience and technical competence in the martial arts disciplines taught at EMA.
- **EMA Instructorship:** Completion (or active undertaking) of the internal EMA instructorship training course to ensure consistency in syllabus delivery and pedagogical approach.
- **Background Checks:** All those who undertake an Instructorship are subject to a Disclosure and Barring Service (DBS) check before they are permitted to lead sessions independently without supervision.
- **Professional Values:** Candidates must demonstrate a commitment to evidence-based trauma-informed and attachment-aware pedagogy, ensuring that all instruction is psychologically safe and inclusive.

3. The Selection Process

Our recruitment process is designed to evaluate both technical skill and alignment with our club culture:

- **Application:** Interested candidates are invited to discuss their potential involvement with Sifu Josh Nixon.
- **Assessment:** Candidates undergo a rigorous course of practical and theoretical assessment, which includes assisting in drills, teaching segments of sessions, progressing towards teaching whole sessions, and demonstrating an understanding of all of our policies and procedures.



Evolutionary Martial Arts

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- **Induction:** Successful candidates participate in a period of supervised training to familiarise themselves with EMA's unique operational requirements, including the use of our safety policies, incident documentation, and safeguarding procedures.

4. Ongoing Professional Development

We believe in the continuous improvement of our team:

- **Evidence-Based Practice:** Team members are encouraged to engage in ongoing continual professional development, including further study in relevant fields such as cognitive psychology and evidence-based learning strategies.
- **Policy Review:** All team members receive regular training on our policies and procedures, ensuring that everyone is fully aware of their responsibilities regarding health, safety, and safeguarding.
- **Mutual Feedback:** We encourage open communication within our team. Regular check-ins ensure that all members are supported in their roles and that we are consistently delivering the highest standard of training to our members.

5. Revision and Review:

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.

