

Enso Martial Arts is committed to promoting an environment where all individuals are encouraged to achieve their full potential and which values the diversity of all individuals.

We aim to ensure equal opportunities for all members of staff, potential members of staff, students, potential students, parents / carers, chaperones and volunteers.

## Protected Group Characteristics

Enso Martial Arts will not discriminate against anyone on the grounds of age, disability, sex, gender reassignment, marriage or civil partnership, pregnancy or having a child, race, nationality, ethnic or national origin, religion, belief or lack of belief or sexual orientation.

No student, teaching staff, applicant (student, staff or volunteer) will be treated less favourably than others because of her or his belonging to a protected group. The Company will comply with current legislation including the Equality Act 2010 and other relevant legislation and amendments to Acts:

Race Relations Act 1976  
 Amendment Act 2000  
 Sex Discrimination Act 1975  
 Equal Pay Act 1970  
 Disability Discrimination Act 1995  
 Special Needs and Disability Act 2001  
 Disability Discrimination Act 2005  
 Disability Discrimination under the Equality Act 2010  
 Part Time Workers (Prevention of less favourable Treatment) Regulations 2000  
 Part Time Employees Regulations 2010  
 Fixed Term Employees Regulations 2002  
 Sexual Orientation: Employment Equality Regulations 2003  
 Religion or Belief: Employment Equality Regulations 2003  
 Employment Rights Act 1996  
 Employment Equality (Age) Regulations 2006  
 Protection from Harassment Act 1997  
 Human Rights Act 1998  
 Criminal Justice and Immigration Act 2008  
 Racial and Religious Hatred Act 2006  
 Civil Partnership Act 2004  
 Gender Recognition Act 2004

Enso Martial Arts will openly promote equality and diversity and will expect all staff (be it paid or volunteer) and students to uphold this ethos.

All new staff will have access to these policies in the and it will be displayed for all students.

## Raising an Issue

If any person admitted as a student, appointed as teaching staff, accepted as a volunteer or chaperone considers that she or he is suffering from unlawful discrimination, harassment or victimisation in her or his admission or appointment, they may either attempt to resolve the matter informally or invoke the formal complaint procedure pursue their claim. All cases will be taken seriously, dealt with quickly and treated with the utmost confidence.

## Contact Details

If you have any concerns about equal opportunities please contact:

### Operations Manager / Director

Nicky Woodward  
 nicky@ensomartialarts.co.uk  
 0800 688 9963

### Lead Instructor / Director

Lee Woodward  
 lee@ensomartialarts.co.uk  
 0800 688 9963

We are committed to reviewing our policy regularly.  
 This policy was last reviewed on: **24/01/2025**

Signed: .....

Signed: .....