

LIONS Self Defence & Leadership Martial Arts Leicester

Equality, Diversity and Inclusion Policy (Including SEN)

Organisation: LIONS Self Defence & Leadership Martial Arts Leicester

Policy Owner: Lead Instructor - Chirag Lukha

Effective Date: 10 November 2025

Review Date: Annually

1. Policy Statement

LIONS Self Defence & Leadership Martial Arts Leicester is committed to promoting **equality, diversity and inclusion** and ensuring that all children and families feel welcome, respected and valued.

We aim to provide a safe and inclusive martial arts environment where every child has the opportunity to develop:

- Confidence
- Physical skills
- Leadership ability
- Resilience

No child will be treated less favourably because of:

- Disability
- Special Educational Needs (SEN)
- Race or ethnicity
- Religion or belief
- Gender

- Sexual orientation
- Family background
- Socio-economic status

This policy complies with the **Equality Act 2010**.

2. Our Commitment

LIONS Self Defence & Leadership Martial Arts Leicester will:

- Provide equal access to classes
- Treat all students fairly
- Make reasonable adjustments
- Challenge discrimination
- Promote respect
- Encourage positive behaviour
- Support individual needs

We believe diversity strengthens our community.

3. Inclusive Martial Arts Environment

LIONS provides an environment where children:

- Feel safe and respected
- Are encouraged regardless of ability
- Can progress at their own pace

- Are supported to succeed

Instructors will:

- Use encouraging language
- Adapt activities
- Recognise individual strengths
- Avoid comparisons between children

4. Special Educational Needs (SEN)

LIONS welcomes children with **Special Educational Needs and Disabilities (SEND)**.

This may include:

- Autism Spectrum Condition (ASC)
- ADHD
- Learning difficulties
- Sensory sensitivities
- Physical disabilities
- Social or emotional needs

5. SEN Support Approach

LIONS uses a flexible teaching approach.

Support may include:

- Clear instructions

- Demonstrations
- Visual learning
- Repetition
- Structured routines
- Predictable class formats
- Movement breaks if required

Classes are designed to support children who benefit from:

- Structure
- Routine
- Positive reinforcement

6. Reasonable Adjustments

Reasonable adjustments may include:

- Modified exercises
- Reduced contact drills
- Extra explanation time
- Alternative activities
- Parent support if needed
- Flexible participation

Adjustments will be made where reasonably practicable.

7. Parent Partnership

Parents are encouraged to share information about their child's needs.

This may include:

- Diagnoses
- Behaviour triggers
- Sensory sensitivities
- Medical conditions
- Learning needs

Information is treated confidentially.

Working together helps provide the best experience for each child.

8. Behaviour and Inclusion

LIONS promotes positive behaviour.

Children will be supported to:

- Show respect
- Follow instructions
- Train safely
- Work cooperatively

Behaviour is managed positively and constructively.

Children will not be excluded because of SEN where reasonable adjustments can support participation.

9. Anti-Discrimination

LIONS has zero tolerance for discrimination including:

- Racism
- Ableism
- Sexism
- Religious discrimination
- Homophobia
- Bullying related to difference

Incidents will be addressed immediately.

Parents may be informed where appropriate.

10. Accessibility

Where possible, LIONS will:

- Use accessible venues
- Provide clear instructions
- Use simple language
- Provide demonstrations

Limitations of venues may affect accessibility but reasonable adjustments will be explored.

11. Instructor Responsibilities

The instructor will:

- Treat students equally
- Promote inclusion
- Adapt teaching
- Challenge discrimination
- Maintain respectful language
- Support SEN needs where possible

12. Monitoring

This policy is reviewed:

- Annually
- After incidents
- After legislative changes