

Tora Kai Karate Additional Needs Policy (2025)

1. Purpose

This policy outlines Tora Kai Karate's commitment to ensuring equal access to martial arts training and assessment for all individuals, including those with additional needs. We aim to provide a supportive and inclusive environment in which everyone has the opportunity to succeed.

2. Definition of Additional Needs

For the purpose of this policy, Additional Needs shall mean:

“Any person following a programme of instruction in one of the Tora Kai Karate styles who may face disadvantage in achieving progression through Tora Kai Karate's mainstream syllabus.”

3. Areas of Additional Need and Support

Tora Kai Karate recognises that individuals may experience a range of challenges, including:

- Financial constraints – We will explore all possible options to access funds or reduce financial barriers to participation.
- Travel constraints – We will assist in identifying means of travel or offering alternative options such as remote instruction or local partnerships.
- Health constraints – We will explore internal and external support resources to ensure individuals with health-related limitations can access training and assessment safely and fairly.
- Social constraints – When social barriers are present (e.g. isolation, cultural factors), we will provide or signpost relevant programmes to reduce isolation and promote inclusion.
- Educational constraints – Subject to available funding, we will provide learning materials and tailored instruction to meet different learning needs.
- Time constraints – While we cannot alter individuals' schedules, we will offer support in time management and provide flexible training options wherever possible (subject to funding and instructor availability).

4. Legal Compliance

This policy complies with the Equality Act 2010, ensuring that no individual is discriminated against based on disability, age, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity, or socio-economic status. Tora Kai Karate promotes fairness, dignity, and respect at all levels.

5. Safeguarding Alignment

This policy is implemented alongside Tora Kai Karate's Safeguarding and Child Protection Policy to ensure the safety and wellbeing of all members, especially minors and vulnerable adults.

6. Requesting Support

Individuals requiring additional support should contact their Instructor or the appointed Inclusion Officer. A private consultation will be arranged to assess needs and create a tailored support plan. All discussions will be treated confidentially.

7. Appeals and Grievances

If a member feels that their additional needs have not been addressed adequately, they may submit a written appeal to the Chief Instructor. All complaints will be handled fairly and in accordance with the organisation's grievance procedures.

8. Policy Oversight and Review

This policy is reviewed annually by the Chief Instructor or the designated Inclusion Officer. Amendments will be made as required to reflect changes in legislation or organisational practice.

