



Equality and Diversity Policy

Action	Name	Role	Date
Created by	Leon Roberts	EMMAA Board member & safeguarding lead	22/05/2022
Updated to V1.1_11102022 by	Marie Spencer	EMMAA Board Member & Company Secretary	11/10/2022
Signed off by	Marie Spencer	EMMAA Board Member & Company Secretary	11/10/2022
Signed off by	Paul Reed	Vice President	12.10.22



EMMAA understands and recognises that the sport of MMA is often a reflection of the communities and the society that we live in, comprising of many different people from very diverse backgrounds who have experienced different life journeys. We as a governing body acknowledge that certain groups and individuals, within our communities and society are denied equality on the following grounds ; Race, gender, marital Status, caring responsibilities disability, gender reassignment, age, social class, sexual orientation and religion or Belief.

At EMMAA we are committed to creating an organisation where fairness, respect, equality, diversity, inclusion and engagement are embedded into all that we do. We strive to create a culture and practice that is inclusive with a clear expectation of how those connected and affiliated to EMMAA will act and behave. The skills, lived experiences and talents of our diverse Association are valued and viewed as a clear benefit to us as a governing body. We collectively recognise the strength that diversity brings to the sport of MMA.

EMMAA's policy is underpinned by the principles set out in the following legislation

The Equality Act 2010

The Human Rights Act 1998

European Convention on Human Rights

The Gender Recognition Act 2004

The Equality Act 2010 is the main anti-discriminatory law that Sport England is required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all they do. EMMAA recognise that it has a moral and social responsibility to go beyond the provisions in the above-mentioned Acts and Regulations and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity. EMMAA is committed to taking positive steps to ensure that

All people are treated with dignity and respect

Equality of opportunity and diversity is promoted

Services are accessible and delivered fairly to all

Traditionally disadvantaged sections of the community are encouraged to participate and supported in doing so

Discrimination on the grounds of race, gender, marital status, caring responsibilities, disability, gender reassignment, age, social class, sexual orientation and religion of beliefs will be eliminated



Our policies and beliefs and values are embedded in our day-to-day practices and external relationships

EMMAA aspires to be reflective of the communities we work with. We recognise that having a diverse collection of valued people; board members, subgroup committees, coaching staff, volunteers and members, places us at a significant advantage in the design and delivery of a diverse and inclusive set of principles and guidelines. We strive for, and aim to, have a culture where everybody not just feels, but knows, their views and opinions are listened to and valued and collectively contribute towards our success.

To be reflective of our communities, we must be proactive in attracting new and retaining existing talent and expertise from BAME communities and other underrepresented groups as listed above. Positive recruitment is vital in helping us to find the right people with the right skills for the right roles and positions. This for us as a Governing Body is key as it helps us positively and proactively drive diversity forward as well as being able to promote and celebrate diversity.

To be successful with our policy for equality and diversity we need to ensure that everyone is committed and involved in its delivery. We see success being achieved by regularly evaluating and continually improving our services, ensuring that best practice is at the core of our delivery to meet the needs of individuals and groups, working together with the community to provide accessible and relevant provisions, responding to the needs of our members, recognising and valuing differences, providing fair resource allocation and being accountable.

To be accountable, as a Governing Body, for the words written here which serves as our policy, and the quest for equality and diversity, we collectively will adhere to the following.

Listen to and welcome diverse voices

Demonstrate inclusive behaviours at all levels

Advance equality and diversity through recruitment and opportunities

Development and progression within EMMAA being transparent and inclusive

Everyone being afforded the same opportunities within the EMMAA set up

Actively engage with underrepresented individuals and groups

Ensure any negative behaviours are dealt with swiftly and effectively demonstrating our core values

To ensure we have sufficient oversight and presence at events or promotions affiliated to, linked with or sanctioned by EMMAA

Actively encourage all members to voluntarily take part in anti-discriminatory training and to provide time and resources to participate in such training



EMMAA have a responsibility to not only provide a policy, but to ensure its implementation and it's development through a review process that takes into account new findings, research, guidelines and Official Acts and Regulations recognised by our Country. It will also be essential for EMMAA to have an effective process of records and data collection for analysis to be able to monitor how our policy is working in providing opportunities, experiences and recognition to individuals and groups from underrepresented sections of our community.

We are all aware that equality in sports is a huge issue that causes alienation, isolation and a genuine unfairness which sometimes goes unnoticed or ignored. We at EMMAA can only focus on MMA, but it is hoped that our commitment to making MMA as fair and as diverse as possible, with equality of access, equality of opportunity, equality of representation and equality of recognition will in some way motivate and inspire other sports and martial arts disciplines to do the same. We plan to set an example that can be used to recognise inequalities and take positive and pro-active steps to address them. We at EMMAA embrace the notion that diversity is essential in aiding us to collectively achieve all we have set out to achieve and for us to be Diverse and United through our words and actions.