



Taekwondo Council UK (TCUK) Inclusion Policy

Effective Date: 06th May 2026

Version: V2.0

Taekwondo Council UK (TCUK) | www.tkdngb.co.uk | Email: inclusion@tkdngb.co.uk

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Inclusion Policy

Policy Statement

Taekwondo Council UK (TCUK) is dedicated to promoting an inclusive, equitable, and welcoming environment where all individuals, regardless of their background, identity, or ability, can fully participate in Taekwondo.

TCUK values diversity and actively works to eliminate barriers to inclusion, ensuring that every member and participant, including those with physical or mental disabilities, feels respected, supported, and empowered.

Purpose

This policy outlines TCUK's commitment to fostering an inclusive environment and sets expectations for behaviour, participation, and organisational practices to ensure that inclusion is upheld throughout all activities under the council's jurisdiction.

Scope

This policy applies to all TCUK members, participants, instructors, officials, volunteers, and anyone involved in events, training sessions, or activities organised under TCUK.

This policy applies across all four Home Nations of the United Kingdom:

- England
- Scotland
- Wales
- Northern Ireland

TCUK will comply with applicable equality, safeguarding, and anti-discrimination legislation within each jurisdiction where relevant.

Commitments

1. Equal Opportunity

TCUK ensures that all individuals, regardless of:

- age,
- disability,
- gender reassignment,
- marriage or civil partnership,
- pregnancy or maternity,
- race,
- religion or belief,
- sex,
- sexual orientation,
- socioeconomic status,
- or any other protected characteristic,

have equal access to participation, opportunities, and resources within Taekwondo.

TCUK will comply with the Equality Act 2010 and applicable equality and anti-discrimination legislation across the Home Nations.

2. Diversity and Representation

TCUK recognises and celebrates the diversity within the Taekwondo community and is committed to amplifying underrepresented voices.

Leadership and governance will strive for diversity in decision-making roles wherever reasonably practicable.

3. Inclusive Practices

All TCUK-affiliated events, programmes, and training sessions will be designed to accommodate and support participants of varying abilities, cultural backgrounds, and needs, including those with physical or mental disabilities.

Language and communication used in TCUK materials and interactions will be inclusive and non-discriminatory.

TCUK supports accessible participation and will consider reasonable adjustments, accessibility requirements, and inclusive communication methods wherever reasonably practicable.

4. Competition Eligibility and Safety

TCUK is committed to inclusion and welcomes participation from all individuals wherever reasonably practicable.

However, due to the physical nature of contact Taekwondo competition, TCUK recognises that sex-based competition categories may be necessary to ensure:

- participant safety,
- fairness,
- welfare,
- and competitive integrity.

For contact competition activity following puberty, TCUK may restrict participation categories based on biological sex at birth where considered necessary and proportionate for safety and fairness reasons.

Any eligibility decisions will be made in accordance with:

- applicable law,
- safeguarding obligations,
- medical and safety considerations,
- insurance requirements,

- and TCUK competition regulations.

TCUK will seek to treat all individuals with dignity, respect, and fairness in the application of this policy.

5. Creating a Safe Space

TCUK is committed to providing a safe, respectful, and welcoming environment where individuals can practice and engage in Taekwondo without fear of:

- discrimination,
 - harassment,
 - bullying,
 - victimisation,
 - or exclusion.
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6. Education and Training

TCUK will promote ongoing education, awareness, and training for its members, instructors, officials, and volunteers to support:

- inclusion,
 - diversity,
 - accessibility,
 - equality,
 - and cultural awareness within the Taekwondo community.
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7. Reasonable Adjustments

TCUK will make reasonable adjustments where appropriate to accommodate individuals with physical or mental disabilities or other specific needs, ensuring full participation wherever reasonably practicable.

8. Zero Tolerance for Discrimination

Discrimination, bullying, harassment, victimisation, or behaviour that undermines inclusion will not be tolerated and will be addressed promptly in line with:

- TCUK disciplinary procedures,
 - safeguarding procedures,
 - and Codes of Conduct.
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Responsibilities

Council Members

Board Directors, Management Committee members, sub-committees, panels, working groups, focus groups, and any individuals acting on behalf of TCUK are responsible for ensuring that inclusion is embedded within governance, decision-making, organisational culture, and activities.

Instructors and Coaches

Promote inclusive practices within their sessions and serve as role models for respect, equality, and inclusion.

Members and Participants

Commit to respecting and supporting the diversity of the Taekwondo community and contribute to creating an inclusive environment.

Reporting and Accountability

TCUK encourages open communication and has established clear channels for reporting concerns related to inclusion, discrimination, bullying, harassment, or accessibility.

Reports will be handled with sensitivity, confidentiality, fairness, and urgency, ensuring that any breaches of this policy are addressed appropriately.

Review and Monitoring

TCUK will review this policy periodically to ensure its relevance, effectiveness, and alignment with evolving best practice, legislation, governance standards, and safeguarding expectations.

Approval

Approved operationally by: TCUK CEO & Safeguarding Team

Date: 06th May 2026

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Subject to formal Board ratification at the next Board meeting

Next Review Date: 06th May 2027