

## EKF Selections Policy - Kumite



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<b>Author / Title:</b> Head Kumite Coach & Team/Performance Directors	<b>Responsibility:</b> Performance Directors
<b>Replaces:</b> N. A	<b>Head of Department:</b> Performance Directors
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<b>Initial Date ratified:</b>	January 2023
<b>Review dates and updates ratified by EKF Board of Directors</b>	Policy to run between - September 2024 - June 2025
<ul style="list-style-type: none"><li>• Does this document meet the requirements under the Equality Act 2010 in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation? <b>Yes</b></li><li>• An Equality Impact Assessment has been carried out in relation to this policy, see Appendix B.</li><li>• Does this document meet our additional commitment as an organisation to extend our public sector duty to carers, veterans, people from a low socioeconomic background, and people with diverse gender identities? <b>Yes</b></li></ul>	
<b>Document for Public Display:</b> Yes	
<b>Publication Areas:</b> EKF Website, Facebook post	
<b>Appendices</b> Appendix A – Tournament Participation and Point System Appendix B – Equality Impact Assessment	

English Karate Federation Ltd

Registered Company Number 6527769

Version No: 2.0

Next Review Date: June 2025

ID No. PERFD/PROC/002

Title: England National Squad Selections Policy

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## 1. Summary

- 1.1. This policy outlines the information about selection for the England National Kumite squad, who hold a current EKF Registration Slip. It also details the process by which the English Karate Federation (hereinafter EKF) will arrive at its decisions to select athletes for selection for major international events e.g. European, World, and Commonwealth Karate Championships.
- 1.2. The National Kumite Squad stands as testament to skill, dedication and the relentless pursuit of excellence. As members or aspiring participants of this elite group, understanding the framework of competition, selection and progression is crucial. This document outlines the path from regional contender to national hero.
- 1.3. 1.3 The process for developing current and future Karate Kumite Champions is seen as a collaborative approach between the EKF Board, National Coaches, Regional Coaches, Heads of Association, Club Coaches and the athletes. This is to ensure that all parties benefit through a fair and transparent process, through regular engagement, review and feedback mechanisms to promote a dynamic and athlete-centered approach.

## 2. Purpose

- 2.1. The objective of this policy is to ensure transparency for athletes and coaches to ensure that there is a fair and proportionate way for athletes to be selected for the national squad and for major international competitions.
- 2.2. By adopting the Tournament Participation and Point System based approach (see Appendix A) this ensures the policy has been configured to ensure that the EKF selects the best karateka in membership of the EKF to represent the country, with the chances of medals maximised.
- 2.3. Senior athletes will follow the process set out by the World Karate Federation to be selected for major international championships. Therefore, this policy relates to under-21 athletes and below in the main, though sections such as Values and Behaviour are expected by all.

## 3. Scope

- 3.1. The scope of this policy includes any karateka in membership of the EKF, with a current valid license, wishing to select for the EKF National Squad. The policy will be used by the National Coaches to select various squads.

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#### 4. Table 1. Roles and Responsibilities

Role	Responsibility
EKF Board of Directors	<ul style="list-style-type: none"> <li>To have overall organisational responsibility for ensuring the policy is followed.</li> <li>Will receive updates on any appeals and the outcomes of the appeals.</li> <li>Provide the budgetary framework for the National Coaches to make informed choices about squad size</li> </ul>
Performance Directors	<ul style="list-style-type: none"> <li>Responsible for recommending the policy to the EKF Board of Directors</li> <li>Responsible for reviewing any appeals or contested selections utilising the Tournament Participation and Point System as outlined in Appendix A</li> </ul>
National Head Kumite Coach	<ul style="list-style-type: none"> <li>Overall operational management and enforcement of policy in conjunction with Assistant National Coaches.</li> <li>Reviewing the list of competitions on an annual basis</li> <li>Dealing with the initial part of the appeals process for selection of matters associated with the squad.</li> </ul>
Assistant National Kumite Coaches	<ul style="list-style-type: none"> <li>Aiding the National Coach to implement the policy and ensure fairness in the selection process</li> </ul>
Regional Coaches, Heads of Association and Club coaches	<ul style="list-style-type: none"> <li>Ensuring that all would-be squad members are aware of the policy and that local club and consider the scoring system and selected list of competitions</li> </ul>

#### 5. Eligibility criteria and pathways to join the National Squad

5.1. To be considered for international competitions, the below are essential criteria that must be met:

- Be an affiliated member through their respective Association/Club, and with no outstanding disciplinary issues, with the EKF and hold an in-date EKF Registration Slip.
- Individuals training with the squad will be a British Passport holder.
- Aged 12 years or above.
- They have not, whether by an act or an admission, brought the EKF into disrepute.
- Not currently serving a suspension for anti-doping violations (for more information on requirements and impact of breaches see the EKF Anti-Doping policy on the website).
- Pending court cases or previous convictions including DBS issues must have been reviewed by the board to allow for inclusion in the squad.
- Attend a minimum of 7 of the 10 national squad training sessions.
- Compete nationally and internationally accruing points as per the Tournament Participation and Point System detailed in **Appendix A**.

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5.2. There are two main paths to the England Squad trial selection:

- Medal at one of our key tournaments as shown in the Official Competition Calendar on the EKF website.
- Recommendation from the regional team (there will be up to 3 sessions per year within the regional squad, where they will be running selections for trials to National Squad)

**Note:** Successful candidates will undergo a 3-session trial to evaluate and finalise their selection to become part of the National Squad.

## 6. Squad commitment and removal criteria

6.1. Commitment to the squad is paramount and you should try to attend every Squad Session. Absences beyond the allowed threshold or non-participation in the EKF National Championships will result in removal from the squad. If an athlete is removed from the squad their points will be zeroed. Any athlete joining or rejoining the squad will have the points achieved for the year included.

6.2. Criteria for removal:

- Missing 4 out of 10 National Sessions.
- You do NOT attend the EKF National Championships.
- Behaviour that brings the EKF into disrepute (see section 15 & policies referenced in Section 21 below)
- Not attending athlete development sessions (section 20)

**Note:** *It is the athletes (if over 18) or parent/guardian (if under 18) responsibility to ensure they inform the National Squad Coach that they are not attending the training session.*

**Note:** *If an athlete has a long-term illness or serious injuries that prevents them from attending as a spectator, evidence will need to be reported to the National Squad Coach.*

## 7. Regional Squad integration & competitions

7.1. The Regional Kumite Squad plays a vital role in nurturing talent. It hosts sessions for selections to international competitions and trials for the National Team.

The Regional Kumite Squad has 5 sessions per year, split into the following:

- There will be 2 sessions per year will be used for Selections to International Competitions
- Up to 3 sessions per year will be used for selections to National Team Trials.

## 7.2. Athletes selected by the Regional Squad

If an athlete attends a Regional Squad training session on a selection day, gets selected to represent the Regional Squad at an international competition, and wins a medal, they will receive full points.

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### 7.3. Athletes not selected by the Regional Squad but competing

If an athlete attends a Regional Squad training session on a selection day but is not chosen to represent the Regional Squad, and still goes to the competition with their club coach and wins a medal, they will also receive full points.

### 7.4. Athletes attending regional selection and being selected but competing for their own club

If an athlete does attend the Regional Squad training session on a selection day, and is selected, but then still competes at the competition with their club coach and wins a medal. They will receive a deduction of 50 points from their total points.

### 7.5. An athlete that does not attend regional training and goes to the same competition

These athletes are eligible for all points.

## 8. How to achieve points

- 8.1. All athletes can build up their points in relation to the key competitions as shown in the Official Competition Calendar on the EKF website, in line with the Tournament Participation and Point System in Appendix A. Their previous years points (12-month rolling calendar) at this point can be added in full when a place in the National Team is achieved and recorded on an official database, after the successful trail is ratified.
- 8.2. Points can be gained from competitions on the Tournament Participation and Point System (see Appendix A). These points will be added for a 12-month rolling calendar e.g. May 2022 points will be taken off in May 2023.
- 8.3. Points are only normally awarded if the athlete achieves first, second or third place. However, some competitions are deemed due to difficulty or other factors to generate additional points (see Appendix A - Tournament Participation and Point System).

## 9. Exclusions and other key factors related to achieving points

- 9.1. No points will be achieved at domestic and international championships for getting through rounds – this will be exclusively for WKF level championships (Youth League/Series A/Premier League – see Appendix A).
- 9.2. Getting a bye is not rewarded as a fight won.
- 9.3. A partner being given kiken is rewarded as a fight won.
- 9.4. If there are only three or less athletes competing all points for medals will be awarded. Therefore, if only one athlete attends, they will achieve the points awarded to the gold medal.
- 9.5. If an organisation merges categories, athletes will still get 100% of the podium points if they medal.

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## 10. Team selection dates for points

10.1 To allow for appropriate preparation and squad development, the team will be selected on the selection dates in the EKF calendar. The athlete with the most points at that time will be self-selected and any further points gained before the championships will go towards the next selection. The coaches in conjunction with the Performance Directors will set the minimum number of points required to be selected, this will be set at the start of each calendar year.

## 11. Categories with no self-selecting athletes U21 and below

If there is a category that does not have a self-selected athlete, the coach can review this position and select someone if their chosen criteria are matched.

## 12. Injuries and other issues that impact on an athlete's performance and selection

12.1. The National Coach may decide on the person deselected for a category, through discussion with an athlete, due to injury that has impacted on their recent performance.

## 13. Process where athletes have the same number of points

13.1. If two or more athletes have the exact same number of points, the athlete with the best result at the last National Championships for their current category in which they are tied will be selected. The best position achieved at the English Championship will be used to initially select the athlete. If athletes achieve the same result at the English/National Championships, the coaches will use their discretion to choose the competitors.

## 14. Moving up age categories

14.1. Athletes carry forward a portion of their points when advancing to a new age category, ensuring their hard-earned achievements continue to benefit their journey. When you move up in an age group, they will take 50% of your points with them. Please see scenarios for weight and age examples in the Tournament Participation and Point System (Appendix A).

## 15. If an athlete during the current session decides to move up a weight category at the same age range.

15.1. These athletes will take 50% of the points and their old category profile will be deleted.

## 16. Under 21 and Senior Events

16.1. If there is no U21 section, then the points gained from the senior event will be allotted to their U21 points. The performance of an U21 athlete in the senior category will also be considered when there is not an automatic self-selecting athlete for an U21 category.

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## 17. Transgender athlete selection

17.1. Any athlete who wishes to change their gender and compete in a different category to that which they were born must review the EKF Transgender and Transsexual Inclusion Policy which highlights all pertinent information required in order to select and compete in another gender category.

## 18. Clarification & appeals process

18.1. If there is an appeal or clarification concerning how many points an athlete has or in the selection process. The athlete or athlete representative, e.g. parent/guardian, should contact the Head National Coach who will investigate this.

18.2. The initial checks for an athlete's points will be carried out automatically through the EKF's computer programme by the Head National Coach. If there is further clarification required, an independent check of the programme will be undertaken by the Performance Director who will hear the first appeal or clarification. If the athlete is not satisfied with the outcome, they can follow the complaints policy writing directly to the President of the Board within 5 working days of notification of the decision.

18.3. The Notice of each part of the Appeal must reach the appropriate member of the EKF within 5 working days of the squad being selected. If the Appellant fails to submit the Notice of Appeal within this period, he or she will have lost their right of appeal under this policy. See section 18.1 & 18.2 above.

18.4. No appeals will be permitted against the content of this published policy.

18.5. The grounds of an appeal against a decision for selections can be founded on the inability to follow this policy or an error(s) of fact.

18.6. This appeals process is provided on limited grounds as set out in 15.1 of the appeals process must not be an opportunity to dispute the opinion of the Selection Panel where they have followed the proper procedure. In reaching a decision, member(s) investigating the appeal are acting as experts in their field. By agreeing to be bound by this appeals process, athletes acknowledge and agree that the appeals process will exercise independent judgment and discretion which they are not in themselves capable of challenging.

18.7. The appeals procedure is commenced when an athlete affected by a selection decision ("Appellant") makes an appeal in respect of such decision ("Appeal") by submission in writing in the form required by the Notice of Appeal, see section 18.1 & 18.2.

18.8. The Notice of Appeal must:

- Identify the specific decision being appealed.
- Set out the ground(s) of the Appeal and the reason(s) why it would be substantially unfair not to alter the original decision; and
- Set out a statement of facts upon which the Appeal is based, including full details of the basis of the appeal and the precise way the Appellant alleges that the Selection Policy has not been followed.

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- The Notice of Appeal should be as full as possible as it will form the basis of the remainder of the appeal process under this appeals policy.

18.9. The Board may, at its discretion, elect to receive evidence from such person(s) (including the Appellant) as it deems appropriate to, without limitation, verify facts as submitted in the Notice of Appeal. In such circumstances, the Board will:

- Determine the nature and relevance of any new evidence received
- Consider any representation(s) as to why such new evidence was not disclosed in the Notice of Appeal
- If such new evidence is allowed in the appeal, disclose it to the Appellant.

18.10. All EKF appeals will be formally written record stored securely for up to 3 years.

18.11. Due to the timescales involved, the Board will use any reasonable method of communicating with athletes which it considers appropriate and may include (without limitation) oral announcements to groups of athletes, telephone calls, text messages (WhatsApp) or email but always in keeping with good safeguarding practices. Athletes and their parents/guardians must review these communication channels to receive the selection decision and any subsequent communication relating to any related appeal. Athletes should inform the EKF Board of a preferred method of communications and provide relevant telephone numbers etc.

18.12. The Board will select the person to conduct the investigation. Where a potential conflict of interest may arise, the board will appoint an appropriate investigator.

18.13. If athletes, or their representatives, wish to contest the decision then they have a legal right to challenge this via Sports Arbitration.

## 19. EKF values and behaviours

19.1. To help create a great place to work, volunteer and a great place to be undertake karate, it is essential that EKF policies and procedures support our values and behaviours (see the EKF Website). This document, when used effectively, can help promote a culture that is truly respectful and inclusive, where we are compassionate towards each other, and with our ambitious drive we truly support an open, honest and transparent culture.

19.2. Organisational values drive the way we influence, how we interact with each other, and how we work together to achieve results. Organisational values are not descriptions of the work we do or the strategies we employ to accomplish our mission, they are the unseen drivers of our behaviour, based on our deeply held beliefs that drive decision-making.

19.3. They underpin everything we do and the EKF expects our members to continue to reflect these values in the way they work – within their Associations, across the Federation and within our communities.

19.4. National coaches can deselect athletes due to behaviour, subject to consultation with the Performance Director, which brings the EKF into disrepute. An athlete can also be deselected because of inappropriate behaviour by coaches, parents/guardians or other athletes, which could be deemed to be significant enough to warrant an exclusion.

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## 20. Athlete development

20.1. A minimum of two sessions per year.

20.2. It is compulsory that all national squad athletes attend all components of squad training including performance reviews that consider an athlete's areas for improvement. These will include such things as nutrition, fitness, strength and conditioning, psychological, competition video analysis and other areas as required. As well as reviewing behaviour and their long-term development that links to the values and sporting excellence required by the EKF.

**Note:** - Evidence of current athlete performance programmes will be discussed with the Performance Director.

## 21. Confidentiality

21.1. All those involved in the selection process must keep confidential and not disclose any information regarding any aspect of the process (including any selection appeals process), the nominated athletes and the team selected, unless authorised by EKF Board of Directors. The Performance Department and the responsible EKF Director will work together to agree a media release and announcement of the team after ratification of the EKF Board.

## 22. Changes to policy

22.1. The EKF Board reserves the right to amend or vary this Selection Policy where necessary at any time. Any such amendments or variations will take effect from the first date of publication of the amended Selection Policy on the EKF website.

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### 23. General Information

Appendix	Title
A	Tournament Participation and Point System
B	Equality Impact Assessment

### 21. OTHER RELEVANT / ASSOCIATED DOCUMENTS

The latest version of the documents listed below can all be found via the EKF internet: <https://www.englishkaratefederation.com/governance/ekf-policies>

Title
EKF Anti-Doping Policy
EKF Transgender and Transsexual Inclusion Policy
EKF Discipline Code
EKF Guidance on Discipline Code
EKF Code of Conduct Policy
EKF Child Protection Policy
EKF Conflicts of Interest Policy

### 22. SUPPORTING REFERENCES / EVIDENCE BASED DOCUMENTS

Every effort been made to review/consider the latest evidence to support this document?	Yes
<b>If 'Yes', full references are shown below:</b>	
Number	References
1	No specific references required for this policy

### 23. DEFINITIONS / GLOSSARY OF TERMS

Abbreviation or Term	Definition
<b>Appeals Panel</b>	Formal EKF process for reviewing appeals, chaired by an EKF Director
<b>Appellant</b>	An athlete affected by a selection decision
<b>Bye</b>	In karate, a bye is the preferential status of an athlete or team that is automatically advanced to the next round of a tournament, without having to fight an opponent in an early round.
<b>Consultation</b>	Who is consulted during the process of creating a new document or reviewing an existing policy
<b>Document Author</b>	The person nominated to prepare the draft of a specific procedural document
<b>Kiken</b>	Can't carry on, medical stoppage or athlete doesn't want to carry on
<b>Policy</b>	A policy is a statement of what the EKF plans to do and the principle upon which it will act to carry out its responsibilities in relation to an activity, i.e. what we have to do
<b>Procedural Document</b>	Documents that provide instructions on how to carry out certain tasks
<b>Ratification</b>	The 2 <sup>nd</sup> (final) approval by a more senior committee
<b>Stakeholder</b>	Any individuals and / or groups with an interest in a procedural document and who can contribute, comment and agree to the content of that document. The relevant stakeholders and their appropriate level of involvement will need to be identified.
<b>Validation</b>	The 1 <sup>st</sup> formal approval by an expert committee/Manager

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<b>24. CONSULTATION</b>		
Enter the names and roles of the stakeholders that have contributed to the document		
Name/Meeting	Job Title	Date Consulted
	Assistant National Coaches/Regional Coaches	December 2022

<b>25. DISTRIBUTION &amp; COMMUNICATION PLAN</b>	
Dissemination lead:	Performance Director
Previous document already being used?	No
If yes, in what format and where?	N.A
Proposed action to retrieve out-of-date copies of the document:	N.A
<b>To be disseminated to:</b>	Heads of Association, Athletes and Parents/Guardians
Proposed actions to communicate the document contents:	EKF Website upload, social media launch, e-mail communications and verbal at next squad training with reminders when selections upcoming

<b>26. TRAINING</b>		
Is training required to be given due to the introduction of this procedural document? <b>No</b> If 'Yes', training is shown below:		
Action by	Action required	To be completed (date)
N.A	N.A	N.A

<b>27. Monitoring the England National Squad Selections Policy</b>				
Section to be monitored	Methodology (incl. data source)	Frequency	Reviewed by	Group / Committee to be escalated to (if applicable)
Selections Process	Review of all athletes' points scored to determine selection	Each selection	National Head Coach supported by Assistant National Coaches	Performance Department
Appeals process	Reviewing of all appeals against policy to see if process has been followed Records will be stored for up to 3 years	Ad-hoc	Appeals Panel	Board of Directors

<b>27. AMENDMENT HISTORY</b>				
Version No.	Date of Issue	Page/Selection Changed	Description of Change	Review Date
1.0	January 2023	New document	N.A	June 2024

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# Appendix A:

## National Kumite Squad Tournament Participation & Points System

### 1. Introduction

The National Kumite Squad stands as a testament to skill, dedication, and the relentless pursuit of excellence. As members or aspiring participants of this elite group, understanding the framework of competition, selection, and progression is crucial. This document outlines the path from regional contender to national hero.

### 2. Tournament Participation & Points System

Our journey begins with participation in key tournaments across various levels:

#### Session September to June Croatia K1 Youth League

##### a. How to achieve points

Points can be gained participation at key competitions listed on the Official Competition Calendar. These points will be added for a 12-month rolling calendar e.g. May 2022 points will be taken off in May 2023.

Points are only normally awarded if the athlete achieves first, second or third place. However, some competitions are deemed, due to difficulty or other factors to generate additional points.

##### b. Key Tournament Bands:

###### Band - A

- World and European Championships
- All Karate 1 Premier League
- European Karate 1 Series A
- European Karate 1 Youth League

###### Band - B

- UK-based E Series
- English Championships
- English International
- Non WKF international Events (Regional)

##### c. Points System Breakdown by Band:

Achievements in these tournaments translate to points, crucial for your selection and progression.

###### Band - A

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**Karate 1 Series A & Youth League:** Gold (1500 points), Silver (1000 points), Bronze (600 points), 5th Place (300 points), per round won (150 points).

\*Bye rounds gain no points.

**Karate 1 Premier League:** Gold (1800 points), Silver (1200 points), Bronze (800 points), 5th Place (500 points), per round won (300 points), per Draw (150 points).

**European and World Championships:** Gold (2500 points), Silver (2000 points), Bronze (1500 points), 5th Place (800 points), 7th Place (500 points) per round won (0 points).

**Band B Competitions:** Gold (400 points), Silver (300 points), Bronze (200 points).

### 3. Selection Criteria

#### a. European and World Championships:

##### i. Seniors:

- Must be ranked in the top 100 WKF Ranking
- The selection is based on world championship standings. The Highest Ranked Athlete in the Championship Standing will be selected.

##### ii. U21:

- Must be ranked in the Top 100 WKF rankings.
- A minimum of 1450 points is required, with at least 450 from international competitions.

*i.e. Sarah has the most points on the Squad for the Female U21. She is ranked in the top 100 of the WKF rankings, she has 2500 points, however only 300 have been gained at international competitions so she will NOT be eligible for selection.*

##### iii. Junior

- Must be ranked in the Top 100 WKF rankings.
- A minimum of 1450 points is required, with at least 450 from international competitions.

*i.e. Jack has the most points on the Squad for the Male Juniors -55kg. He is ranked in the top 100 of the WKF rankings, he has 2000 points, however only 400 have been gained at international competitions so he will NOT be eligible for selection.*

##### iv. Cadets

- A minimum of 1450 points is required, with at least 450 from international competitions.

#### b. Selection Criteria for the Commonwealth Karate Championships

- Selection for all age categories will be agreed and circulated prior to the competition.

### 4. Points and Progression

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**a. Moving to Next Age Group Senarios:**

**i. Example 1: Jonny’s Journey from Cadet to Junior Division**

As a Cadet, Jonny earned a commendable 1,450 points.

Upon advancing to the Junior Division, he carries over 50% of his points, which equates to 750 points. Thus, Jonny starts his journey in the Junior Division with 750 points.

**ii. Example 2: Sam’s Progression from Junior to U21, and Optionally to the Senior Division**

In the Junior Division, Sam secured 2,000 points.

Moving up to the U21 category, Sam retains 50% of his junior points, giving him a starting point tally of 1,000 in the U21 division.

**b. Weight Categories for self-selection:**

Points are profiled separately unless advised by athlete/coach on a permanent move based on weight categories by email to XXXXX@ to maintain fairness and competitiveness.

**c. Age Groups:**

If a fighter competes in an adult (Senior) competition and earns points, and there's no competition for fighters under 21 years old (U21) at that event, the points they earn will also be added to their U21 profile.

**5. Point System Table**

	Gold	Silver	Bronze	5th	7th	Rounds Won	Draws
<b>Band A</b>							
<b>Series A</b>	1500	1000	600	300		150	
<b>Youth League</b>	1500	1000	600	300		150	
<b>Premier League</b>	1800	1200	800	500		300	150
<b>European Champion</b>	2500	2000	1500	800	500	0	
<b>World Champion</b>	2500	2000	2500	800	500	0	
<b>Band B</b>	400	300	200				

**6. Final Notes**

Your path to the National Kumite Squad is a journey of discipline, growth, and unparalleled achievement. Embrace the challenge, and let your skills, dedication, and sportsmanship guide you to the pinnacle of karate excellence.

**7. Contact Information**

For further inquiries, clarifications, or support, contact the Head England Coach.

**Appendix B: Equality Impact Assessment**

English Karate Federation Ltd	ID No. PERFD/PROC/002
Registered Company Number 6527769	Title: England National Squad Selections Policy
Version No: 2.0	Next Review Date: June 2024
<i>Do you have the up-to-date version? See the website for the latest version</i>	

**Equality Impact Assessment Form**

Department/Function	Equality and Diversity Directorate
Lead Assessor	Sonny Roberts
What is being assessed?	EKF Selections Policy - Kumite
Date of assessment	June 2024

**1) What is the impact on the following protected characteristics/groups?**

<b>Positive:</b>	<b>Negative:</b>	<b>Neutral:</b>
<ul style="list-style-type: none"> <li>➤ Advance Equality of opportunity</li> <li>➤ Foster good relations between different groups</li> <li>➤ Address explicit needs of Equality target groups</li> </ul>	<ul style="list-style-type: none"> <li>➤ Unlawful discrimination / harassment / victimisation</li> <li>➤ Failure to address explicit needs of Equality target groups</li> </ul>	<ul style="list-style-type: none"> <li>➤ It is quite acceptable for the assessment to come out as Neutral Impact.</li> <li>➤ Be sure you can justify this decision with clear reasons and evidence if you are challenged</li> </ul>
<b>Equality Groups</b>	<b>Impact (Positive / Negative / Neutral)</b>	<b>Comments</b>
<b>Race</b> (All ethnic groups)	Neutral	<ul style="list-style-type: none"> <li>➤ Provide brief description of the positive / negative impact identified benefits to the equality group.</li> <li>➤ Is any impact identified intended or legal?</li> </ul> <p>The selection policy applies equally to all competitors, regardless of their ethnic background.</p>
<b>Disability</b> (Including physical and mental impairments)	Negative	<p>Currently, there are no provisions for para-athletes or reasonable adjustments for those with physical disabilities. This limits the opportunities for athletes with disabilities to participate in kumite competitions.</p>
<b>Sex</b>	Neutral	<p>The selection policy does not differentiate based on sex; both male and female athletes are assessed using the same criteria.</p>
<b>Gender reassignment</b>	Positive	<p>Document details where to look for advice and guidance re: Transgender competing criteria.</p>
<b>Religion or Belief</b>	Neutral	<p>The policy includes guidelines for transgender athletes, ensuring they are aware of the criteria and process for competing. The English Karate Federation aligns with WKF's recommendations and provides resources for guidance and support.</p>
<b>Sexual orientation</b>	Neutral	<p>The policy does not discriminate based on sexual orientation, ensuring equal treatment for all competitors.</p>
<b>Age</b>	Negative	<p>The selection criteria have age-specific categories with fixed deadlines, which may disadvantage athletes who are close to the age cut-off dates. This could limit opportunities for some competitors based on their age.</p>
<b>Marriage and Civil</b>	Neutral	<p>The selection policy does not take marital or civil</p>

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<b>Partnership</b>		partnership status into account, ensuring equality for all participants.
<b>Pregnancy and maternity</b>	Negative	The physical demands of kumite competition are generally not suitable for athletes who are pregnant, limiting their participation. There are no specific accommodations or alternative provisions for pregnant athletes.
<b>Other</b> (e.g. carers, veterans, people from a low socioeconomic background, people with diverse gender identities, human rights)	Positive	In addition to the positive impact for gender reassignment, the policy is sensitive to the needs of individuals from diverse backgrounds, including carers and veterans, offering support and flexibility where possible.

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