



## **British Judo Association: Equality Policy**

### **Statement of Intent**

The British Judo Association has a desire and a duty to provide services fairly and without discrimination. The Association is fully committed to the principles of equality of opportunity and will devote energy and resources to the achievement of this aim.

The British Judo Association is responsible for ensuring that no participant, volunteer, job applicant or employee receives less favourable treatment on the grounds of age, gender, disability, ethnic origin, race, colour, parental or marital status, pregnancy, social or class background, nationality, religious belief or sexual preference or political belief.

### **Purpose of the Equality Policy**

The Association wishes to ensure that all sectors of the community have the opportunity to participate in the sport of Judo.

The Association recognises that certain sections of the community have been affected by past discrimination and may be denied the opportunity to participate equally and fully in sport at all levels.

This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members and volunteers.

### **Legal responsibilities**

The British Judo Association is required by law not to discriminate against employees, members and volunteers and recognises its legal obligation under the following acts:

- Equal Pay Act 1970
- Rehabilitation of Offenders Act 1974
- Sex Discrimination Acts 1975, 1986 & 1999
- Race Relations Act 1976 and the Race Relations Amendment Act 2000
- Disability Discrimination Act 1995
- Human Rights Act 1998
- Children Act 1998
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- Gender Recognition Act 2004
- Civil Partnership Act 2004
- Employment Equality (Age) Regulations 2006
- Any later amendments to the above Acts/regulations, or future Acts/regulations that is relevant to the British Judo Association.
- Any relevant Home Country specific legislation that The Association needs to abide by

The Association will seek legal advice each time the policy is reviewed to ensure it continues to comply with all legislation requirements.

## **Commitment to Equality**

The British Judo Association will:

Devise and implement an Equality Action Plan to ensure the intent of this policy is delivered.

Consultation with staff and members of the Association will occur when reviewing the Equality Policy and Action plan

Educate and guide employees, members and volunteers of the Association on the adoption and implementation of the Equality Plan.

The British Judo Association recognises that, in some cases, to achieve the principle of equality, unequal effort is required and, if appropriate, will consider positive action to tackle underrepresentation.

Monitor and evaluate, on a regular basis, the Association's progress in the achievement of the aims and objectives contained within the Equality Plan.

Monitor and review the policy, practices, procedures and operational systems of the Association and keep the employees, members and volunteers informed of progress.

The Association regards discrimination as gross misconduct and any employee, member or volunteer who discriminates against any other person will have appropriate action taken against them.

## **Principles**

The Association's Equity plan is based upon a number of principles:

- All individuals have the right to participate in and enjoy sport
- All personnel involved in the sport of judo are responsible for creating an open and friendly environment for anyone wishing to participate in the sport
- Discriminatory behaviour will not be tolerated within the sport of judo
- All allegations and incidents of discrimination or other such unfair treatment will be taken seriously and responded to swiftly in accordance with the Association's policies and procedures.

## **Discrimination, harassment and victimisation**

Discrimination can take the following forms:

*Direct Discrimination.* This means treating someone less favourably than you would treat others in the same circumstances.

*Indirect Discrimination.* This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that

sector can comply with it and the requirement cannot be justified in relation to the job.

When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved.

*Harassment is described as* inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, colour, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. British judo Association is committed to ensuring that its employees, members, participants and volunteers are able to conduct their activities free from harassment or intimidation.

*Victimisation is defined as* when someone is treated less favourably than others because he or she has taken action against British judo Association under one of the relevant Acts/regulations (as previously outlined) or provided information about discrimination, harassment or inappropriate behaviour.

The British Judo Association regards discrimination, harassment or victimisation, as described above, as serious misconduct and any employee, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.

### **Responsibility, implementation and communication**

The following responsibilities will apply:

The Board is responsible for ensuring that this Equality Policy is followed and to deal with any actual or potential breaches.

The Chief Executive has the overall responsibility for the implementation of the Equality Policy.

A specific member of staff, designated by the Chief Executive, has the overall responsibility for achieving the Equality Action Plan, as this will form part of their work programme. The designated member of staff will be the Head of Development for the Association. This person will work with the Association's Inclusion Commission in achieving the targets set within the action plan.

All employees, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and, where appropriate, individual work programmes will be amended to include equality related tasks.

The new/amended policy will be implemented immediately following Board agreement and, at a corporate level, will result in the following:

A copy of this document will be available to all staff (both permanent and contract), members and volunteers of the British Judo Association

British Judo Association will take measures to ensure that its employment practices are non-discriminatory.

No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.

A planned approach will be adopted to eliminate barriers, which discriminate.

Ensure that consultants and advisers used by the British Judo Association can demonstrate their commitment to the principles and practice of equity and that they abide by this policy.

The new/revised policy will be communicated in the following ways:

It will be part of the staff handbook and reference will be made to it in any codes of conduct.

It will be covered in all staff and volunteer induction training

All members will be made aware of the policy's existence when they join and a summary of any revisions will be published in the British Judo Association's quarterly newsletter, Matside.

It will be available on the Web site.

At time of review, a mechanism will be put in place to allow all staff, members and volunteers to be part of the process.

### **Monitoring and Evaluation**

Once approved, the policy will apply for 3 years before a formal review takes place, unless any proposal to the Board, or legislation change, requires an interim review and/or amendment.

The Chief Executive and the Head of Development on a six monthly basis will review the Equality Action Plan, to ensure the intent of the policy is delivered.

As part of the overall business delivery plan, the Equality Action Plan, will be reviewed by the Board on a six monthly basis.

On an annual basis, statistical information will be produced by the Chief Executive for the Board, and will be published internally and externally, to show the impact of this policy. This will include Matside, BJA's Web site and the Annual Report.

### **Disciplinary and Grievance Procedures**

To safeguard individual rights under the policy, an employee, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Appropriate disciplinary action will be taken against any employee, volunteer or member who violates the British Judo Association's Equality Policy.

An individual may raise any grievance and no employee, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith.

As with all grievance procedures, the final point of appeal relating to this policy is the Board's appeals committee.