



DIVERSITY AND INCLUSION ACTION PLAN

2026 UPDATE

EQUALITY & DIVERSITY



CHIEF EXECUTIVE'S WELCOME

Welcome to this 2026 update on our work at British Judo to create a diverse, inclusive and welcoming environment, both on and off the mat, where everyone involved in our sport feels safe, valued, respected and able to thrive.

As Chief Executive, I remain incredibly proud of the progress we continue to make across equality, diversity and inclusion at British Judo. While we recognise that this work is ongoing and that there is always more to do, it is equally important to reflect on how far we have come, celebrate our achievements, and remain focused on the actions that will drive further meaningful change.

Following our 2025 update, and the quarterly reviews against the targets we set for Year 3 of our Diversity and Inclusion Action Plan (DIAP), I am pleased to highlight the significant progress made throughout 2025. These achievements demonstrate the commitment of colleagues, volunteers, coaches, officials, clubs, partners and the wider judo community in helping us create a culture where everyone can be their authentic selves and fulfil their potential, however they choose to contribute to our sport.

Our progress has also been recognised through our contributions to the British Judo Inclusion Hub and the UK Sport Moving to Inclusion – Equality, Diversity and Inclusion Hub, helping to share learning and best practice across the wider sporting landscape.

As we look ahead, we are pleased to outline our priorities and targets for 2026 as we continue working together to make British Judo a sport where everyone feels they belong.

ANDREW SCOULAR
CHIEF EXECUTIVE, BRITISH JUDO

1.

Project 29 into Adaptive Judo target (BJA Deaf Team to be represented at 2029 Deaflympics, Athens)

2.

Adaptive and VI profile/ engagement to be enhanced through workplan

3.

Incorporate work and goals of Home Nation BJA D&I steering and advisory groups for women and girls (supporting inclusion eco map in BJA Initial DIAP submission)

4.

Shift from awareness to action; i.e. BJA Home Nation Women & Girls Engagement/Retention call for action

5.

Celebration of BJA D&I positives through staff, members & stakeholder events, guidance & resources

6.

Training & CPD on D&I for staff & members





OUR VISION AND MISSION

VISION

Great Britain and Northern Ireland (GBNI) falls in love with judo to positively impact lives

MISSION

Promoting judo's life skills across GBNI by supporting safe, inclusive, high-quality coaching and environments, ensuring everyone can access judo's intellectual, moral, and physical benefits and develop to their fullest potential.

BRITISH JUDO'S DIVERSITY STATEMENT:

"The sport of judo is open to everyone and British Judo prides itself on being a welcoming, inclusive community both on and off the mat. Celebrating differences, respecting and being sensitive to others without causing harm, is central to our values. The only thing that defines us in judo is the colour of our belts".

DELIVERING OUR DIVERSITY AND INCLUSION ACTION PLAN

At British Judo our EDI work is underpinned by five strategic EDI objectives

1.

Inclusion being leadership driven:

To have a confident, trained leadership in British Judo who practice inclusion at every level of business.

2.

Representation:

To have a sport which reflects all areas of society in the United Kingdom, which is fully accessible, inclusive, and welcoming. A sport where participants, coaches, officials, and supporters can feel safe, welcome and can enjoy their experience in judo and be their true self.

5.

Learning and Development:

All members of the judo community are trained and educated in diversity and Inclusion to improve their personal journey, practice, and interactions with others.

Policies:

To have policies which underpin our sport and its business which are inclusive and accessible and support the further development of increasing diversity across all areas our sport.

3.

Communications:

Having a fully accessible website and a wide range of methods of communicating with the judo community to ensure all individual needs are catered for. Ensuring all publications are truly representative of the wider judo community.

4.

DELIVERING OUR DIVERSITY AND INCLUSION ACTION PLAN

OBJECTIVE 1: INCLUSION BEING LEADERSHIP DRIVEN

The creation of a diverse and inclusive culture across judo requires a clear and proactive commitment to EDI from our sport's leadership, so that everyone can play their part and get involved.

What we've done in 2025:

- Board & Leadership to own, drive and support Year 2 targets from Diversity and Inclusion Action Plan (Female Fighters, Adaptive Judo and Finding Your Feet)



WHAT WE'LL DO NEXT:

- Project 29 into Adaptive Judo target (BJA Deaf Team to be represented at 2029 Deaflympics)
- Adaptive and VI profile/engagement to be enhanced through workplan
- Incorporate work and goals of Home Nation BJA D&I steering and advisory groups for women and girls (supporting inclusion eco map in BJA Initial DIAP submission)
- Shift from awareness to action; i.e. BJA Home Nation Women & Girls Engagement/Retention call for action
- Celebration of BJA D&I positives through staff, members & stakeholder events, guidance & resources
- Training & CPD on D&I for staff & members
- Finding Your Feet increased engagement

OBJECTIVE 2: REPRESENTATION

Everyone has the right to get involved in judo – whether as judoka, coaches, officials, working in the sport behind the scenes or watching from the sidelines. And we want to ensure that our sport represents communities up and down the country and that no one should feel that judo is not a sport for them.

What we've done in 2025:

- Development of data collection systems for our membership, to understand more about the diversity and representation of our sport
- Commitment to the proactive inclusion of all participants at BJA events, including wearing of prosthetic lower limbs and Stomas in competitions; and non white judogi in L1 competitions
- Development of Adaptive Judo through our annual adaptive and inclusion day, and first Adaptive Judo Conference and VI Elite and Paralympic Programmes.

WHAT WE'LL DO NEXT:

- Hosted further Adaptive Judo conference in Feb 2026 with increased attendance and plan and confirm 2026 conference
- Run further Finding Your Feet events with increased attendance
- Project 29 into Adaptive Judo target (BJA Deaf Team to be represented at 2029 Deaflympics, Athens)
- Adaptive and VI profile/engagement to be enhanced through workplan
- Incorporate work and goals of Home Nation BJA D&I steering and advisory groups for women and girls (supporting inclusion eco map in BJA Initial DIAP submission)
- Shift from awareness to action; i.e. BJA Home Nation Women & Girls Engagement/Retention call for action
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- Training & CPD on D&I for staff & members

BRITISH JUDO BOARD



25% FEMALE 75% FROM WHITE BACKGROUND 8% DISCLOSED A DISABILITY

WHAT WE'LL DO NEXT:

- Implement our commitment to diversifying Board membership when vacancies and/or present tenure on board ceases
- Apply Perrett Laver Board Recruitment Toolkit

BRITISH JUDO WORKFORCE



41% FEMALE 81% FROM WHITE BACKGROUND 7% DISCLOSED A DISABILITY

WHAT WE'LL DO NEXT:

- Ensure all vacant posts are reviewed with Head of Inclusion, Safeguarding & Wellbeing from an EDI perspective
- Application process is anonymised to screen out bias
- Young People are involved in interview process

PERFORMANCE COACHING



29% FEMALE 100% FROM WHITE BACKGROUND 0% DISCLOSED A DISABILITY

WHAT WE'LL DO NEXT:

- Ensure all vacant posts are reviewed with Head of Inclusion, Safeguarding & Wellbeing re EDI screening of adverts etc
- Application process is anonymised to screen out bias
- Young People are involved in interview process

BRITISH JUDO MEMBERSHIP



25% FEMALE 45% FROM WHITE BACKGROUND

WHAT WE'LL DO NEXT:

- Inclusion of voluntary opportunity to provide disability data as part of membership registration from Summer 2025
- Work closely with home nations to encourage more robust and consistent collection and sharing of data

PERFORMANCE ATHLETES



43% FEMALE 33% FEMALE 33% FROM WHITE BACKGROUND

WHAT WE'LL DO NEXT:

- Request data re race, disability and sex at registration stage onto England Development Programme and WCPP
- Monitor social deprivation for those registered on performance pathway programmes

REFEREES AND OFFICIALS



24% FEMALE REFEREES 50% FEMALE OFFICIALS

WHAT WE'LL DO NEXT:

- Continue to work BJA National Referee Commission (NRC) and National Officials Commission (NOC) and analyse robust and comprehensive diversity data for referees and officials

DELIVERING OUR DIVERSITY AND INCLUSION ACTION PLAN

OBJECTIVE 3: POLICIES

Our policies, processes and procedures ensure that everyone receives equal treatment across our sport as well as understanding what is acceptable and unacceptable, and what to do if they witness or experience any language of behaviour which makes them – or anyone else – feel discriminated against or excluded.



What we've done in 2025:

- Ongoing Review of key policies through an EDI lens including our Dignity at Work policy
- Ongoing Endorsement of freedom of choice of colour for training judogi at clubs and LI competitions
- Guidance on Judoka with Stoma and Lower Limb Prothesis in competition to be adopted for BJA licensed events
- Publication and continuous review of our Transgender Participation in Competition Policy (in light of High Court Ruling on definition of a Woman)- inc revised Q&A guidance for clubs on including transgendered Judoka & Members
- Continuous review of sanctions related to and response to EDI incidents, reports and concerns
- Our policies, processes and procedures ensure that everyone receives equal treatment across our sport as well as understanding what is acceptable and unacceptable, and what to do if they witness or experience any language of behaviour which makes them – or anyone else – feel discriminated against or excluded.

WHAT WE'LL DO NEXT:

- Guidance on including Judoka from multi faiths & cultures
- Review and reissuing of BJA EDI policy
- Continual review of BJA Inclusion & Diversity Strategy via BJA D&I Advisory and Steering Group
- Guidance for clubs on supporting coaches new to the BJA from outside of the UK

DELIVERING OUR DIVERSITY AND INCLUSION ACTION PLAN

OBJECTIVE 4: COMMUNICATIONS

We want everyone to know that judo is a sport for all – so it's essential that we communicate regularly with everyone who takes part in judo about what we're doing to create a diverse and inclusive culture, as well as find ways to engage those who currently don't.

What we've done in 2025:

- Promote and celebrate EDI calendar events, including Black History Month, LGBTQ+ History Month
- Continued to promote our EDI work through the Inclusion page of the BJA website on the British Judo website, as well as through our website News
- Feed and social media channels including X, Facebook, Instagram and YouTube
- Developed and promoted Top Tips guidance on engaging VI Judoka in Judo post Paris Paralympics
- Commission Recite Me Accessibility Tool Bar on the new BJA website enabling our communications to be more accessible
- Devised and promoted accessibility audit tool for BJA clubs, enabling both physical and communications for club inclusion to be more accessible for all Judoka.

WHAT WE'LL DO NEXT:

- Celebration of BJA activity under Moving To Inclusion " culture & communication"pillars
- Continued sharing of inclusion successes and supporting data through good news stories and events

OBJECTIVE 5: LEARNING AND DEVELOPMENT

The way we talk about EDI is contextual and ever-shifting, so it's essential that everyone across our sport is equipped with the knowledge, confidence and know-how they need to ensure everyone can take part, free from fear of discrimination.

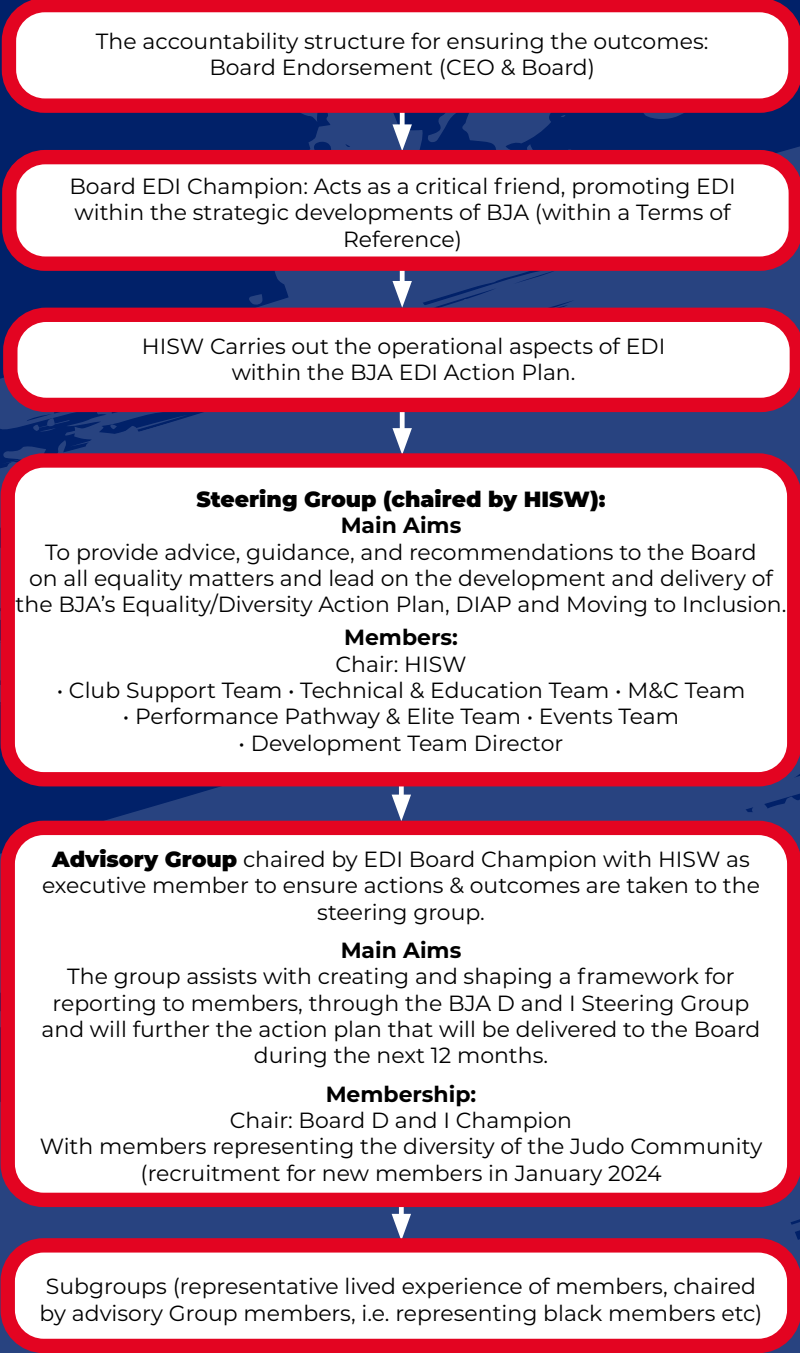
What we've done in 2025:

- Completed Board, Staff & Advisory Group training, including EDI fundamentals and disability awareness (leading to an Accessibility Audit Tool for clubs)
- The way we talk about EDI is contextual and ever-shifting, so it's essential that everyone across our sport is equipped with the knowledge, confidence and know-how they need to ensure everyone can take part, free from fear of discrimination.
- Publication of a British Judo EDI Language guide



WHAT WE'LL DO NEXT:

- Projects via BJA Club Support through Sport England's "Uniting The Movement" programme in nontraditional Judo communities e.g. increased work in adaptive disability based communities, Muslim Communities etc



MONITORING OUR DIVERSITY AND INCLUSION ACTION PLAN

British Judo continue to meet every 12 weeks with our EDI Advisory Group, which is made up of representatives from the diverse communities we serve as well as experts on different areas of EDI, to discuss our work and invite advice and guidance from the Group.

Progress through British Judo's Diversity and Inclusion Action Plan is monitored by our D&I Steering Group, which also meets every 12 weeks and is comprised of our Senior Leadership Team and is chaired by British Judo's Head of Inclusion, Safeguarding & Wellbeing.

The group also oversees BJA's progress through the Moving To Inclusion EDI framework for governing bodies of sport.

Updates are provided to the British Judo Senior Leadership Team and our Board - both of which have EDI as a standing item on their agenda.

The EDI Board Champion ensures any inclusion themes arising in the Head of Inclusion, Safeguarding & Wellbeing Board Report are discussed.

CELEBRATING OUR JUDO COMMUNITY – A FLAVOUR OF WHAT WE'VE DONE THIS YEAR

**CLICK ON EACH IMAGE
TO FIND OUT MORE**



Launched guidance for athletes that train and compete using stomas and prosthesis



Partnered with Freedom4Girls - a UK-registered charity fighting against period poverty in the UK



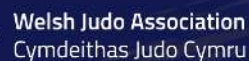
Our annual Female Fighters Festival which celebrates women's participation in judo and offers a platform for female judoka of all ages and skill levels to come together, learn, and be inspired



Partnered with Rainbow4Laces to support their 2026 Stonewall Campaign at our British Schools Championships



Hosting of the National Inclusion Training Day and Conference in February 2026 – aimed at judoka of all ages and disabilities



BRITISH JUDO ASSOCIATION

UNIVERSITY OF WOLVERHAMPTON, GORWAY ROAD, WALSALL, WS1 3BD