



DIVERSITY AND INCLUSION ACTION PLAN

2025 UPDATE

EQUALITY & DIVERSITY



CHIEF EXECUTIVE'S WELCOME

Welcome to this 2025 update on our work at British Judo to create a diverse and inclusive environment, on and off the mat, so that everyone across our sport can feel welcome, safe, valued and included.

While we recognise that our work is never done, it's nevertheless important that we reflect upon what we have achieved, highlight some of our good news stories, and look at the year ahead of us.

Thank you to everyone who has helped – and continues to help – us create a judo culture where everyone can be their authentic selves and fulfil their potential, however they contribute to our sport.

ANDREW SCOULAR
CHIEF EXECUTIVE, BRITISH JUDO



A MESSAGE FROM OUR BOARD CHAMPION

At British Judo we recognise the importance of putting in place the mechanisms to scrutinise, check and challenge ourselves on – as well as celebrate – everything we do to create a culture where everyone feels welcome, safe, valued and included, on and off the mats.

Our D&I Advisory Group has played – and continues to play – an invaluable role in this.

We recognise the roles that both data and insights play in this; the data tell us what representation does and doesn't look like across our sport, while the insights help us to understand the experiences of people who take part in our sport and, crucially, the barriers which discourage or prevent others from getting involved.

Our D&I Advisory Group ensures that these data and insights not only drive our work but help us to measure whether the policies, initiatives and actions we put in place are driving representation, increasing participation and improving people's experiences of judo in the short, medium and long terms.

I want to thank the Group for its continued support and look forward to the year ahead.



PAUL AJALA
EDI LEAD



OUR VISION AND MISSION

VISION

A united judo community renowned for excellence and recognised for podium success

MISSION

Maximise contribution of judo to British society by providing easy access to safe and inspiring clubs, centred on the judo values

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.

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.

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.

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 24/25:

- Appointment of an EDI Board Champion to check and challenge our work at the highest level of British Judo
- Appointment of an EDI Advisory Group, to provide expert support and advice for our work; and an EDI Steering Group, to coordinate and ensure delivery of our action plan



WHAT WE'LL DO NEXT:

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

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 24/25:

- 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 LI 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:

- Host a further Adaptive Judo conference with increased attendance
- Increase women and girls' membership through repeating initiatives such as the Female Fighters Festival
- Run further Finding Your Feet events with increased attendance

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



GB PROGRAMME **43%** FEMALE **ENGLAND PROGRAMME** **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 24/25:

- Review of key policies through an EDI lens including our Dignity at Work policy
- Endorsement of freedom of choice of colour for training judogi at clubs and L1 competitions
- Publication and continuous review of our Transgender Participation in Competition policy
- Continuous review of sanctions related to and response to EDI incidents, reports and concerns



WHAT WE'LL DO NEXT:

- Guidance on Judoka with Stoma and Lower Limb Prosthesis in competition to be adopted for BJA licensed events
- Review and reissuing of BJA EDI policy
- Review of BJA Inclusion & Diversity Strategy Plan ending 2026, in preparation for new strategy cycle (from 2026)

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 24/25:

- Promoted and celebrated 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
- Commissioned 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 "Experience" pillar for Sporting Structures (May 2025)
- Continued sharing of inclusion successes and supporting data e.g. Young People inclusion news report for clubs in Summer 2025.

DELIVERING OUR DIVERSITY AND INCLUSION ACTION PLAN

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 24/25:

- Completed Board, Staff & Advisory Group training, including EDI fundamentals and disability awareness (leading to an Accessibility Audit Tool for clubs)



WHAT WE'LL DO NEXT:

- Publication of a British Judo EDI Language guide
- Projects via BJA Club Support through Sport England's "Uniting The Movement" programme in non traditional Judo communities e.g. increased work in adaptive disability based communities, Muslim Communities etc

MONITORING OUR DIVERSITY AND INCLUSION ACTION PLAN

British Judo meets 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 EDI 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 since the previous Board meeting are discussed and addressed by the Board.

The accountability structure for ensuring the outcomes:
Board Endorsement (CEO & Board)



Board EDI Champion: Acts as a critical friend, promoting EDI within the strategic developments of BJA (within a Terms of Reference)



HISW Carries out the operational aspects of EDI within the BJA EDI Action Plan.



Steering Group (chaired by HISW):
Main Aims

To provide advice, guidance, and recommendations to the Board on all equality matters and lead on the development and delivery of the BJA's Equality/Diversity Action Plan, DIAP and Moving to Inclusion.

Members:

Chair: HISW

- Club Support Team • Technical & Education Team • M&C Team
- Performance Pathway & Elite Team • Events Team
- Development Team Director



Advisory Group chaired by EDI Board Champion with HISW as executive member to ensure actions & outcomes are taken to the steering group.

Main Aims

The group assists with creating and shaping a framework for reporting to members, through the BJA D and I Steering Group and will further the action plan that will be delivered to the Board during the next 12 months.

Membership:

Chair: Board D and I Champion

With members representing the diversity of the Judo Community (recruitment for new members in January 2024)



Subgroups (representative lived experience of members, chaired by advisory Group members, i.e. representing black members etc)

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

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



Launch of our Junior Welfare Officer initiative – designed to drive clubs to recruit Junior Welfare Officers.



Introduction of coloured judogis in lower-level events, reducing emotional stress of periods in sport.



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



Inclusion Week spotlight the inspirational judo journey of judoka Rowan Kinsella, who has Dyslexia, Dyspraxia and Cerebral Palsy



Hosting of the National Inclusion Training Day in February 2025 – aimed at judoka of all ages and disabilities - and, for the first time this year - a National Inclusion Conference.



VI guidance on top tips for engaging visually impaired Judoka, building on the success in Paris at the Paralympics in BJA clubs and identifying talent for the performance pathway

