



British Judo Association

**Equality, Diversity and Inclusion
Policy (Incorporating Human Rights
Commitments)**

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1. Purpose

The British Judo Association (BJA) is committed to fostering a respectful, inclusive and equitable environment that upholds the rights, dignity, and equality of all individuals. This policy integrates the principles of Equality, Diversity and Inclusion (EDI) with fundamental human rights commitments as enshrined in the Human Rights Act 1998 and the Equality Act 2010. It also reflects the BJA's strategic engagement with Safe Sport and its alignment to the resource [*Improving the Prioritisation of Safeguarding, Child and Human Rights*](#) (Safe Sport International, 2024).

2. Scope

This policy applies to all members of the BJA community, including but not limited to:

- Employees and volunteers (BJA members, coaches & CWOs etc)
- Athletes, coaches, referees and support staff
- Parents, carers, guardians and spectators
- Contractors, suppliers and delivery partners
- Learners on BJA Safeguarding, Coach Education, Welfare Officers course and CPD facilitated as part of Club, CWO & Coach validation and/or revalidation (inc CIMPSA endorsed and enhanced status courses)

3. Legal and Ethical Framework

This policy is underpinned by:

- Equality Act 2010 (protected characteristics and duties)
- Human Rights Act 1998
- UN Convention on the Rights of the Child
- The Protection from Harassment Act 1997
- Safe Sport International principles
- Sport England and UK Sport governance standards
- Worker Protection Act 2023 (2026 revisions)
- The Protection from Harassment Act 1997

4. Definitions

Equality: Ensuring individuals or groups are not treated less favourably based on protected characteristics.

Diversity: Recognising and respecting the full range of differences between people in the organisation and the broader judo community.

Inclusion: Proactively removing barriers to participation and creating environments where everyone feels welcomed, heard and valued.

Protected Characteristics (Equality Act 2010):

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Human Rights include the rights to dignity, privacy, freedom from degrading treatment, and the right to participate in community life.

5. Our Commitments

The BJA recognises that prioritising, inclusion, safeguarding and human rights means putting these values at the heart of the way the organisation works. This includes:

- Treating all individuals with dignity and respect
- Making sure everyone is included and not discriminated against
- Creating environments where people feel and are safe
- Listening and valuing the voice of all participants and stakeholders
- Developing a culture of accountability and care
- Ensuring information is accessible and shared appropriately

In addition, the BJA will:

- Promote equality of opportunity in all organisational practices
- Prevent and challenge all forms of unlawful discrimination, harassment and victimisation
- Respect and protect the dignity, identity, and voice of every individual
- Design accessible and inclusive training, events, facilities, and opportunities
- Address structural inequality through positive action where appropriate
- Celebrate difference and foster an environment of mutual respect

6. Implementation

The BJA has:

- Appoint a named EDI and Human Rights Lead
- Ensure all policies and procedures are reviewed for compliance and inclusion
- Deliver mandatory training on EDI and human rights for all staff and volunteers (inc. Board, Commissions and Referees).
- Deliver voluntary training for athletes and parents.
- Integrate inclusive practice into programme design and delivery

- Monitor participation and representation across roles and groups
- Establish and promote routes to safely raise concerns
- Develop and monitor an action plan aligned with the Safe Sport Tool to improve safeguarding and rights-based practices

7. Responsibilities

Board of Directors: Oversight of strategy, compliance and leadership example

Senior Leadership Team: Policy delivery, resourcing and risk management

EDI and Human Rights Lead: Day-to-day implementation, monitoring and training

All BJA Members: Responsible for upholding this policy and promoting a culture of inclusion

8. Breaches and Reporting

Any breach of this policy may result in action under the disciplinary policy. The BJA has a zero-tolerance approach to discrimination or abuse.

Reports can be made confidentially via:

- The Club Welfare Officer
- The EDI and Human Rights Lead
- The Safeguarding Team (for abuse-related concerns)
- British Judo – My Voice Report (access via BJA Website)
- To the Head of Inclusion, Safeguarding and Wellbeing and/or Head of Technical and Education for those on BJA coach/CWO validation or revalidation CPD (inc those on CIMSPA endorsed or enhanced courses)

9. Monitoring and Review

This policy will be reviewed annually or earlier if:

- There is a significant change in legislation
- Issues are raised via reporting or feedback mechanisms
- Recommended by the Board or external regulator

Data on participation, representation and feedback will be collated and reviewed to support continuous improvement. This will include monitoring progress against:

- The Safe Sport framework
- The Diversity & Inclusion Action Plan (DIAP)
- Progress on embedding rights-based approaches at all levels of judo

10. Associated Policies and Documents

Associated policies can be accessed via the BJA Website or BreatheHR Employee Portal:

- Bullying and Harassment Policy
- Disciplinary Policy and Procedure
- Grievance Policy (Breathe HR)
- Employee Handbook (Breathe HR)

In addition coaches/CWOs on CIMSPA endorsed/enhanced CPD offered by BJA are underpinned by BJA registration and approved documentation for CIMSPA

11. Links and Resources:

- Improving the prioritisation of safeguarding, child and human rights.pdf: [Improving the prioritisation of safeguarding, child and human rights.pdf](#)
- International Safeguards for Children in Sport: <https://safeinsport.org/about/>
- Equality Act 2010 (protected characteristics and duties): <https://www.legislation.gov.uk/ukpga/2010/15/contents>
- Human Rights Act 1998: <https://www.legislation.gov.uk/ukpga/1998/42/schedule/1>
- UN Convention on the Rights of the Child: <https://www.gov.uk/government/publications/united-nations-convention-on-the-rights-of-the-child-uncrc-how-legislation-underpins-implementation-in-england>
- The Protection from Harassment Act 1997: <https://www.legislation.gov.uk/ukpga/1997/40/contents>
- Safe Sport International principles: <https://www.safesportinternational.com/standards/safe-sport-principles/>
- Sport England and UK Sport governance standards: <https://www.sportengland.org/funding-and-campaigns/code-sports-governance>
- The Worker Protection Act: [New protections from sexual harassment come into force - GOV.UK](#)

12. Contact EDI and Human Rights Lead

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Appendix A: Guidance Notes

Inclusive Language and Communication Protocols

- **Respectful Communication:** Always use language that is respectful and inclusive. Avoid terms that may be considered offensive or discriminatory.
- **Pronouns:** Address individuals by the name and pronouns they identify with. Encourage the inclusion of pronouns in email signatures and other professional contexts as a gesture of inclusion and respect.
- **Training:** Ensure all staff and encourage all members to undergo training on inclusive language and communication protocols to foster a respectful and inclusive environment.

Faith and Cultural Observance: Guidance for Competitions and Training

- **Religious Holidays:** The BJA respects the cultural and religious practices of its workforce. The organisation will be closed on UK nationally recognised cultural or religious holidays, and for members of staff, these will form part of your standard holiday entitlement. (<https://www.gov.uk/bank-holidays>)
- **Leave Requests:** Employees are encouraged to request leave for other religious or cultural observances that are personally significant. Requests will be accommodated wherever operationally possible.
- **Adjustments:** Where adjustments are required to support participation in religious or cultural practices—such as fasting, private prayer, or meditation—employees should speak with their line manager to explore appropriate accommodations.

Practical Adjustments for Disability and Neurodiversity

- **Reasonable Adjustments:** The BJA is committed to supporting individuals to realise their full potential, including by making reasonable adjustments where required (e.g., for disability or neurodiversity).
- **Inclusive Learning Environments:** Promote inclusive learning environments and mitigate barriers to participation.
- **Support:** Employees are encouraged to speak with their line manager or the Head of Inclusion, Safeguarding and Wellbeing if they require support.

Trans Inclusion and Gender Identity Guidance (in development)

- **Support for Transition:** If an employee notifies the organisation of their intention to transition or any change in personal circumstances related to gender identity, a confidential discussion will be arranged to identify appropriate support and adjustments.
- **Records Update:** Employee records will be updated on request. While some records may require legal name change documentation, the BJA will respect and reflect affirmed names and identities wherever possible.
- **Use of Names and Pronouns:** Employees will be addressed by the name and pronouns they identify with. Systems, communications, and working environments will be updated accordingly.

Examples of Positive Action and Inclusive Practice in Club Settings

- **Inclusive Policies:** Ensure that all employment decisions are based on merit, capability, and organisational need, except where lawful exceptions apply under the Equality Act 2010 (e.g., positive action or occupational requirements).
- **Training and Development:** Provide high-quality training and education on diversity and inclusion for all members of the judo community.
- **Psychological Safety:** Foster an environment where people feel safe to speak up, make mistakes, and express concerns without fear of judgment or reprisal.

Appendix B: History and Context of EDI at BJA

Introduction

The British Judo Association (BJA) has a long-standing commitment to promoting Equality, Diversity, and Inclusion (EDI) across its workforce and wider community. This commitment is underpinned by the organisation's strategic aims as set out in the British Judo Strategy 2022–2025 and the Diversity and Inclusion Strategic Plan 2022–2026. The BJA is dedicated to creating an inclusive environment where all individuals, regardless of background, feel valued, respected, and able to thrive.

Organisational History and Learning Journey

Since 2021, the BJA has undertaken a significant journey to strengthen its commitment to Equality, Diversity, and Inclusion (EDI). Informed by growing stakeholder expectations and evolving standards in sport governance, the Association developed its initial Diversity & Inclusion Strategy and three-year Diversity & Inclusion Action Plan (DIAP). These early efforts were a foundation for deeper work in embedding inclusive practice across all levels of the sport.

In 2022, the BJA established a dedicated Steering Group to review and advise on the delivery of the DIAP. The group provided insight into representation, inclusive culture, and the development of tools and policies for staff, volunteers, athletes, and clubs. BJA also consulted with external experts and conducted internal reviews to better understand lived experiences and organisational gaps.

This policy revision represents the next phase in that journey. It responds to a wider recognition of the need to explicitly link EDI work with safeguarding, dignity, and rights-based practice, and aligns with the British Judo Strategy 2022–25 and its refreshed DIAP (2024). The BJA's engagement with Safe Sport in 2024 has further influenced this approach, with an emphasis on organisational accountability, proactive inclusion, and participatory decision-making.

Current EDI Policy

The current EDI policy outlines the BJA's commitment to promoting Equality, Diversity, and Inclusion across its workforce and wider community. It emphasizes the importance of creating an inclusive environment where all individuals feel valued and respected. The policy also highlights the organisation's commitment to preventing discrimination in the provision of goods, services, and facilities to its members, customers, and the wider public.

Incorporation of Human Rights and Safe Sports

The latest iteration of the policy now incorporates human rights as they relate to safe sports, with a particular focus on children. This integration reflects the BJA's commitment to safeguarding the rights and well-being of all participants, especially young athletes. The policy aligns with the principles of Safe Sport International and emphasises the importance of creating a safe and supportive

environment for children to participate in judo. The BJA is dedicated to ensuring that all activities are conducted in a manner that prioritises the safety and rights of children, in accordance with the Human Rights Act 1998 and the Equality Act 2010.

Conclusion

The BJA remains committed to fostering an inclusive environment where all individuals can thrive. By continuously reviewing and improving its EDI policies and practices, the organisation aims to ensure that it remains at the forefront of promoting Equality, Diversity, and Inclusion within the sport of judo.

Appendix B: Reasonable Adjustments

As stated, the BJA remains committed to fostering an inclusive environment.

We will ensure that due considerations are given to reasonable adjustments to enable safe, inclusive and accessible to all activities facilitated by the BJA. Including events, CPD etc [Accessibility-Audit.pdf](#)

To do this, and in line with The Equality Act 2010, we will:

Identify and promote reasonable adjustments for those with disabilities or specific needs by outlining core principles like equity, integrity, and flexibility. Key components include individual assessment, approved modification types, and clear application timelines.

Core Policy Principles

- Equal Access: Removes unfair barriers without changing core learning outcomes.
- Maintained Standards: Adjustments must not compromise the individual's engagement in the activity
- Individual Focus: Solutions match the specific needs of each individual

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	requirements and British Judo's values-led approach to EDI The revised version includes reference to the policy applying to learners on CPD required as part of validation/revalidation for coaches/CWOs In addition, new Appendix 3 strengthening BJA commitment to reasonable adjustments
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