

EQUALITY AND DIVERSITY 2019

We recognise that The British Ju Jitsu Association GB is an intrinsic part of the community, which contributes to the quality of life of many people and has the ability to foster community cohesion throughout the towns, counties and wider community. Ju Jitsu also has the unique ability to bring people together from a wide range of different communities and can provide opportunities for all sections of the community to engage with the clubs and participate in the community activities . As a National Governing Body and provider of services to our members, The British Ju Jitsu Association GB is committed to promoting equality, valuing diversity and combating unfair treatment throughout our organisation, and staff. The British Ju Jitsu Association GB is planning implementing its first ever Celebrating Inclusion in 2020 which involves bringing together a range of organisations and individuals to celebrate our diverse Association. We are absolutely committed to confronting and eliminating discrimination while promoting diversity, this commitment is set out and evidenced through our National Governing Body Equality Standard submission and we are committed to embedding this throughout our organisation.

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Equality statement

The BJJAGB endorses the principle of equality and will strive to ensure that everyone who wishes to be involved in the Association whether as competitors, training members, clubs, associations and Board members, participants in outreach programmes and other people engaged with the Associations activities* Has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, religion and belief, sex or sexual orientation; and

* Can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their engagement at the club without the threat of intimidation, victimisation, harassment, bullying and abuse.

Legal Obligations.

The BJJAGB is committed to avoiding and eliminating unfair discrimination of any kind in the Association, and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment, victimisation or bullying.

Positive Action.

As well as complying with legislation, all clubs should be promoting equality by taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

The British Ju Jitsu Association GB will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to our clubs, as well as require participation in associated activities by people from any group that is under-represented in the clubs or has difficulty accessing it.

Implementation

The following steps will be taken to publicise this policy and promote equality in The British Ju Jitsu Association GB:

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- A copy of this document will be published on the The British Ju Jitsu Association GB website
- The BJJAGB Board will take overall accountability for ensuring that the policy is observed
- The Board will take full account of the policy in arriving at all decisions in relation to activities of The British Ju Jitsu Association GB
- The British Ju Jitsu Association GB will implement regular audits, surveys or other initiatives designed to assess the level of participation of different sections of the community in the club and will take account of the findings in developing measures to promote and enhance equality in the club.
- The British Ju Jitsu Association GB will provide access to a rolling programme of training (for example, online, face-to-face, briefings) for all of its members, staff, Board members, participants in outreach programmes and other people engaged with the Associations activities to raise awareness of both collective and individual responsibilities.

Responsibility, Monitoring and Evaluation

The Board will be accountable for ensuring the implementation of this policy. The CEO or equivalent will be responsible for the day-to-day implementation of equality in the Association.

The CEO will review all British Ju Jitsu Association activities and initiatives against the aims of the policy and should report formally on this issue to the Board annually.

The CEO will review any measures or initiatives that the BJJAGB may institute or take part in to promote and enhance equality in the Association, and will report their findings annually to the Board.

The Board itself will review the policy at intervals of no more than three years, (or when necessary due to changes in legislation) in line with the BJJAGB's policy review process.

Complains and Compliance

The British Ju Jitsu Association GB considers all forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned with ensuring individuals feel able to raise any bona fide grievance or

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complaint related to such behaviour without fear of being penalised for doing so.

Appropriate disciplinary action will be taken against any participant, competitor, staff, Board member, participant in outreach programmes and other people engaged with the Association's activities who violate the The British Ju Jitsu Association GB's Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a Competitor, competition Official, Club sensei staff, Board member, participant in outreach programmes and other people engaged with the Associations activities should, in the first instance, complain to that person. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against The British Ju Jitsu Association GB itself, the person may raise the matter by writing directly to;

**The Chairman Prof. Martin Dixon
The British Ju Jitsu Association GB
5 Avenue Parade
Accrington BB56PN**