

Equality, Diversity and Inclusion Policy

1. Policy Objectives

The BJJAGB is committed to being a sport which is inclusive and welcoming of diversity. We endorse the principles and practice of equality and equity, and strive to ensure that everyone who wishes to be involved in Jiu Jitsu in whatever capacity (from participants, members, athletes, volunteers, coaches to office holders, together 'Stakeholders'):

- 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, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together 'Protected Characteristics' under the Equality Act 2010), and further without regard to their socio-economic status or background;
- can be assured of an environment in which their rights, dignity and individual worth are respected and valued; and in particular that they are able to enjoy the sport without the threat of discrimination, intimidation, victimisation, harassment or abuse.

2. Legal Requirements

The BJJAGB is committed to eliminating discrimination of any kind in Jiu Jitsu, and will under no circumstances condone unlawful or other discriminatory practices. We take a zero-tolerance approach to harassment, bullying and discrimination. Any allegations are taken seriously and handled confidentially and sympathetically according to the Complaints and Disciplinary Policies where applicable.

Discrimination can take the following forms:

- **Direct discrimination** - treating someone with a Protected Characteristic less favourably than others.
- **Direct discrimination by perception** - treating someone less favourably than someone else, because you incorrectly think they have a Protected Characteristic.
- **Discrimination arising from disability** - treating a disabled person unfavourably because of something connected with their disability when this cannot be objectively justified.
- **Indirect discrimination** - putting rules or arrangements in place that apply to everyone, but that put someone with a Protected Characteristic at an unfair disadvantage.
- **Direct discrimination by association** - treating someone less favourably than another person because they are associated with a person who has a Protected Characteristic.
- **Failing to make reasonable adjustments** - to do this for disabled people is also a form of discrimination.
- **Harassment** - unwanted behaviour linked to a Protected Characteristic which has the purpose or effect of violating someone's dignity or which creates a hostile, degrading, humiliating or offensive environment.
- **Victimisation** - treating someone unfavourably because they have taken some form of action relating to the Equality Act 2010, e.g. made a complaint under the Equality Act 2010 or supported somebody who is doing so, such as appearing as a witness.
- **Bullying** - the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.

3. Reasonable Adjustments

When any decision is made about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

The BJJAGB recognises that it has a duty to make reasonable adjustments for persons with a disability. Under the Equality Act 2010 a person is disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities.

The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if the physical features make it impossible or unreasonably difficult for people with Protected Characteristics to make use of services. In addition, when acting as a service provider, the BJJAGB has an obligation to think ahead and address any barriers that may impede people with Protected Characteristics from accessing its services.

4. Responsibility, Implementation and Communication

4.1 Responsibility

- The BJJAGB Executive Committee is responsible for ensuring that this Policy is implemented, followed, and reviewed when appropriate. The Executive Committee is also responsible for ensuring that this Policy is enforced and any breaches are dealt with appropriately.
- The BJJAGB Equality, Diversity and Inclusion (EDI) Officer will ensure that equality, diversity and inclusion are included as an agenda item at Executive Committee meetings when appropriate and that the Executive Committee embeds EDI principles into their decisions and actions.
- The BJJAGB Chairman has the overall responsibility for the implementation of this Policy.
- Member organisations and clubs will ensure that they and their members are aware of and comply with the Policy, and that all reasonable and practical steps are taken to avoid discrimination, harassment and bullying and that any grievances are dealt with properly, fairly and as quickly as possible.

4.2 Implementation

The Policy will be implemented through the following:

- The BJJAGB will regularly review its employment practices to ensure continuing compliance with relevant legislation, and with this Policy. Where applicable, the EDI Statement will be included in all job advertisements and the Policy will be included in relevant employee handbooks and will be referenced in any code of conduct.
- The BJJAGB will offer training to all of its Executive Committee members to raise awareness of both collective and individual responsibilities; this will be compulsory for those who are involved in recruitment and selection process.
- Breaches of the Policy will be regarded as misconduct and could lead to disciplinary proceedings.
- The BJJAGB will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in Jiu Jitsu and will take account of the findings in developing measures to promote and enhance the EDI principles in Jiu Jitsu.
- All BJJAGB member organisations and clubs will be required:
 - to adopt this Policy or produce their own (to be consistent with the BJJAGB Policy);
 - take steps to ensure that their boards, committees, members, coaches and volunteers behave in accordance with the Policy, including where appropriate taking disciplinary action under the relevant procedures;
 - ensure that access to membership is open and inclusive;
 - support such measures and initiatives that the BJJAGB may institute or take part in to advance the objectives of this Policy.

3. Communication

- A copy of this Policy, together with the EDI Statement, will be published on the BJJAGB website and all current and new member organisations and clubs and Stakeholders will be made aware of the Policy.

- The Policy will be highlighted in all staff and volunteer inductions.
- Each time the Policy is reviewed, Stakeholders will be consulted. Following consultation, a notice of the changes being made will be publicly available and a direct communication will be sent to all those who contributed to the consultation process (subject to Data Protection provisions).

5. Monitoring and Evaluation

- The Chairman, Executive Committee and EDI Officer will review this Policy as and when required, but not less than once every three years (or when necessary due to changes in legislation).
- On an annual basis, statistical, and if appropriate qualitative, information will be collected and a report will be produced by the Chairman and the EDI Officer for the Executive Committee. Once approved the report will be published internally and externally, to show the impact of this Policy and demonstrate progress. The information collected will be treated as confidential and will not be used for any other purpose.
- Where appropriate, Equality Impact Assessments will be carried out on the results of monitoring to ascertain the effect of the Policy. Further, if monitoring highlights areas needing improvement, an action plan will be developed to address these issues.

6. Complaints Procedure

To safeguard individual rights, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Policy may raise the matter through the appropriate procedure, i.e. Code of Conduct Policy, Complaints Policy, Disciplinary Policy.