



# Equality, Diversity and Inclusion Policy

Version	Policy owner	Date	Review Date
1	Executive Committee	June 2022	June 2025
1.2	Board of Directors	September 2023	June 2025

## Version control

Version	Summary of changes
1.2	Minor changes to the overall wording and structure of the policy

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## **Introduction**

The BJJ GB embraces diversity and difference and is committed to providing equal opportunities that are safe, inclusive, accessible and equitable. At the BJJ GB we believe that all our directors, committee members, employees, volunteers and members should be able to work and participate in ju-jitsu in a respectful and inclusive environment, free from intimidation, harassment and discrimination. We have a zero-tolerance approach to any form of unacceptable behaviours, and are committed to prevention, management and challenging of such behaviours to create an environment in which everyone feels safe and able to enjoy ju-jitsu.

This policy provides information on the BJJ GB's Equality, Diversity and Inclusion Policy. It explains the scope of the policy, provides definition of terms and relevant legislation, details the BJJ GB's mission, ambitions and commitment to equality, diversity and inclusion (EDI) principles, and outlines the process for reporting a breach of this policy. This policy also provides guidance on how to seek assistance and support if needed.

This policy needs to be viewed in conjunction with the Code of Ethics, Bullying, Harassment and Discrimination Policy, Complaints Policy, Trans Inclusion Policy, Social Media Policy and the Equality, Diversity and Inclusion Action Plan, and any other related BJJ GB policies.

We will address and endeavour to eliminate unacceptable behaviour, including any form of discrimination, by:

- promoting positive and inclusive working and training environments; making sure everyone is treated with respect and dignity and feels safe to practice and enjoy ju-jitsu;
- ensuring that all allegations are fully investigated and dealt with, using the relevant policies;
- providing access to confidential support and signposting to external services where appropriate.

We encourage all member associations and member clubs to use this policy as a guide to EDI principles and safely challenge unacceptable behaviours to promote positive and inclusive training environments for everyone.

## **Scope**

This policy applies to the BJJ GB Board of Directors, all Committees, employees and volunteers acting in any capacity, and to member associations and member clubs where a separate policy does not exist.

Some member associations and member clubs may have adopted a separate Equality, Diversity and Inclusion Policy which should be followed.

## Definition of terms

**Equality:** ensuring everybody has an equal opportunity, and is not treated differently or discriminated against because of their characteristics.

**Diversity:** taking account of the differences between people and groups of people, and placing a positive value on those differences.

**Inclusion:** embracing all people irrespective of race, gender, disability, medical or other need, giving equal access and opportunities and eliminating discrimination and intolerance (removal of barriers).

For additional terms related to this policy and EDI in general, see the Bullying, Harassment and Discrimination Policy and other relevant BJJ GB policies.

## Legislation

The Equality Act 2010 (the 'Act') legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it is unlawful to treat someone. In the Act, the following are classed as 'protected characteristics'. It is against the law to discriminate against anyone because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief (including lack of belief), sex, sexual orientation. People are also protected from discrimination if they are associated with someone who has a 'protected characteristic', e.g. a family member or friend, if they have complained about discrimination or supported someone else's claim.

## Application of the policy

### Mission

The BJJ GB will seek to include everyone in the sport of ju-jitsu. Our aim is to provide an environment where everyone feels welcome, represented, included in decision making, able to participate safely and free from discrimination, bullying, harassment, victimisation and abuse.

### Ambitions

The BJJ GB's ambitions include the following:

- to guide and support the integration of inclusive practice into core activities of the BJJ GB, its member association and clubs;
- to contribute towards growing and sustaining numbers of people from underserved groups participating in ju-jitsu;
- to promote inclusion in ju-jitsu wherever possible and in accordance with the provisions of the Equality Act 2010;
- to adopt inclusive practice within competition and events;

- to provide support and guidance to participants, leaders/coaches, officials, competition/event organisers and other volunteers to promote the development of inclusive practice and to enhance participation;
- to promote the development of knowledge and understanding of equity and inclusion amongst participants, leaders/coaches, officials, volunteers and competition/event organisers by the provision of appropriate guidance and training;
- to promote close working partnerships with relevant groups and organisations to support the development of inclusive practice within ju-jitsu.

## **Commitment**

The BJJ GB will:

- take a zero-tolerance approach to unacceptable behaviour, including discrimination, harassment, bullying and victimisation;
- actively identify and reduce barriers to participation for underserved groups;
- consult with expert partners and other organisations to facilitate inclusive practices and remove barriers to participation;
- ensure underrepresented groups are given the opportunity to participate in all aspects of ju-jitsu;
- provide opportunities for all in coaching, officiating, volunteering and leadership positions;
- ensure that member associations and clubs have a dedicated EDI lead, and are provided with training opportunities;
- support member associations and clubs to develop inclusive practice;
- identify, manage and progress our EDI related objectives set through our EDI Action Plan.

This policy is intended to promote a change in attitudes and perceptions and to improve opportunities for everyone to participate in ju-jitsu. There are a number of measures the BJJ GB will take to ensure that we are working under the guidance of this policy and within the requirements of the Equality Act 2010.

- We will provide a welcoming environment.
- We will think positively about how we can include people rather than focusing on potential barriers to participation.
- We will consider how ju-jitsu is promoted. For example, by providing information in formats which are accessible and by using appropriate imagery.
- We will encourage people to contact us to discuss their needs and requirements to facilitate inclusion and we will ensure we consider what reasonable adjustments could be made to enable them to participate.
- We will develop the knowledge and understanding of the members of the Board of Directors and all Committees, along with key officials and coaches, club and event officials, leaders and other volunteers, of equity and inclusive practice by providing appropriate guidance and training.

- We will listen to people about their experiences.
- We will, as far as is reasonably possible, consult with relevant groups and with prospective individuals about their needs and requirements.
- We will not make assumptions and will speak to people about the reasonable adjustments they believe might be made to enable them to participate and to discuss how these could be made.
- We will demonstrate that every effort has been made to enable everyone to participate and that inclusion not exclusion has been the priority.
- If reasonable adjustments are required to make an event/activity accessible, then we will strive to make those reasonable adjustments.

Everyone connected with the BJJ GB has an important part in ensuring that the BJJ GB is a genuinely inclusive organisation and has a duty to challenge unacceptable behaviour, either in an informal or formal way, and raise a complaint if necessary. We all have a collective responsibility to ensure all working and training practices are fair and inclusive. By working together, we can ensure there is genuine equity within the organisation.

## **Breach of policy**

Any concerns or complaints identified as a result of breach of this Equality, Diversity and Inclusion Policy should be raised according to the process detailed in the Complaints Policy and the Bullying, Harassment and Discrimination Policy.

## **Review and monitoring**

The Equality, Diversity and Inclusion Committee are responsible for reviewing and updating the policy in line with any new legislation or statutory changes at regular intervals, i.e. every 3 years or sooner if required.

Monitoring complaints related to breach of this policy, both informal and formal, is important in order to identify areas that need addressing and any training that may be required.

A confidential record will be kept of all formal complaints and their outcomes, and will include information relating to 'protected characteristics', member club and/or association, time scales and any feedback provided by parties involved.

A yearly report will be provided to the Board of Directors to inform any review or update needs and future actions.

## **Support available**

- [Equality Act 2010](#)
- [National bullying helpline](#)
- [Anti-bullying Alliance](#)
- [Childline](#)

- [Citizens Advice](#)
- [ACAS](#)
- [Supportline](#)
- [Mind](#)
- [Disability Rights UK](#)