



BJJA GB Equality, Diversity and Inclusion (EDI) Action Plan

The BJJA GB is fully committed to the principles of inclusion, diversity, equality of opportunity and promoting accessibility for all.

Our goal is to make ju-jitsu as accessible as possible to all who wish to participate in it, ensuring that everyone is treated fairly and with respect.

The Action Plan (AP) is split into 3 key priority (KP) areas. Achieving the objectives in KP 1 will ensure that we have a strong base to develop and deliver further objectives identified in KP 2 and 3. The Action Plan will be reviewed on an annual basis, or more frequently if necessary, and an update on progress will be shared at the Annual General Meeting (AGM).

Key priority 1: Improving internal structures and systems to promote inclusion and equality

Planned objective	Key actions	Key activities	Timeframe (to be completed by)	Person responsible (roles also indicated in case of role-holder changes)	Success indicator/measure
Put in place policies and procedures that support inclusion and equality of opportunity for everyone	Add EDI as a standing item in Board of Directors (BoD) meetings	Identify expectations, challenges and potential barriers to promoting EDI values	June 2023	Martin Dixon (Chair)	EDI-specific topics are discussed at all BoD meetings
	Develop/review EDI-specific policies and procedures		August 2023	Mia Bellusova (EDI Director) and Gareth Horgan (Regional Director)	All EDI-specific policies are approved by the BoD
	Review all BJJA GB policies, including EDI-specific policies, in terms of style (corporate vs person-centric) to ensure consistency		October 2024	Martin Dixon (Chair), Mia Bellusova (EDI Director) and Gareth Horgan (Regional Director)	All BJJA GB policies use the same style and language to ensure clarity and consistency
	Create a Policies section of BJJA GB website and upload relevant policies and		September 2023	Martin Dixon (Chair)	All members have access to policies and relevant procedures

	supporting documents, including all EDI related policies and guidelines				
	Review EDI language and agree consistent use of words/phrases		June 2024	Mia Bellusova (EDI Director)	Language used is consistent across website, policies and documents
	Explore means of achieving reliable data sources to allow for more detailed insight into membership	Review data collection process for members and establish EDI monitoring at point of entry for all members	August 2024	Gareth Horgan (Regional Director)	Data collected allows for deeper insights into underrepresented groups and potential inequalities are highlighted
	Publish an annual update for EDI, including progress with AP, initiatives and future planning	Update to be included in annual report/AGM minutes	October 2023	Martin Dixon (Chair)	BJJA GB's commitment to EDI is strengthened and demonstrated through actions and initiatives
Engage member organisations in consultation and evaluation activities	Communicate updated policies and procedures to all member organisations	Gather feedback and adapt policies if necessary	October 2023	Sheila Dixon (General Secretary)	Member organisations are consulted and have an active role in shaping of the overall EDI strategy
	Establish EDI Committee	Identify volunteers from member organisations, ensuring they are representative of all members	September 2023	Mia Bellusova (EDI Director)	Member organisations have an active role in shaping of the overall EDI strategy
	Identify reasons for low response rate to EDI survey sent in June 2022	Consult member organisations about timing and identify ways to improve engagement	December 2023	Gareth Horgan (Regional Director)	Repeat EDI survey shows increased participation to at least 10%
Review and update policies and procedures at regular intervals to ensure feedback from member organisations and stakeholders is incorporated	Review and update (if required) all EDI-specific policies at regular intervals	Keep a policy audit log to track reviews and updates	October 2025	Mia Bellusova (EDI Director)	All policies are kept up-to-date and member organisations are made aware of any amendments

	Review Trans Inclusion Policy annually due to changing landscape		September 2024	Mia Bellusova (EDI Director)	Policy is kept up-to-date based on the latest available guidance
	Review compliance with Northern Ireland Equality Commission and Sport NI		October 2024	Stephen Black (Regional Director for Northern Ireland)	BJJA GB member organisations located in Northern Ireland are compliant with the NI Equality Commission and Sport NI
	Review/approve EDI policies already in place in member organisations	Clarify with member organisations that their own policies, if approved by BJJA GB, can stay in place and do not need to be replaced by BJJA GB policies	October 2024	Mia Bellusova (EDI Director)	All member organisations either have their own EDI policies (approved by BJJA GB) or use the BJJA GB policies
Provide all BoD members and senior leadership teams in member organisations with training opportunities and development	All BoD members complete EDI-focused training	All BoD members will complete Educare online training module, and further complete an interactive workshop held in October 2022	December 2023	Martin Dixon (Chair)	All current BoD members completed required EDI-focused training, any new members will be required to complete training upon commencement of their role
	Senior leadership teams in member organisations complete EDI-focused training	Senior leadership teams in member organisations will complete Educare online training module as minimum requirement	October 2024	Martin Dixon (Chair) and Mia Bellusova (EDI Director)	Current senior leadership teams in member organisation completed required EDI-focused training, any new members will be required to complete training upon commencement of their role
	All member organisations identify an EDI lead who will liaise with BJJA GB Director of EDI	All nominated EDI leads complete Educare online training module as minimum requirement	October 2024	Mia Bellusova (EDI Director)	All member organisations have a nominated EDI lead as a point of contact for their members and liaise with BJJA GB Director of EDI

	Develop training records for BoD members, senior leadership teams and EDI leads in member organisations and review training needs for all annually	Support ongoing training and education and identify areas for further development	October 2024	Mia Bellusova (Director of EDI Officer) and Martin Dixon (Chair)	Training records are kept up-to-date and opportunities for development and further education are identified
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Success indicators/measures for KP 2 and 3 to be determined based on the impact and success of KP 1 actions

Key priority 2: Diversifying the membership and enhancing success for all members

Planned objective	Key actions	Key activities	Timeframe (to be completed by)	Person responsible (roles also indicated in case of role-holder changes)
Increase representation of diverse communities at all levels within BJJ GB and member organisations	Enhance the diversity of the BoD to increase the range of experiences represented	Review recruitment practices to attract more diverse people	October 2025	Martin Dixon (Chair)
	Identify initiatives/frameworks that reach ethnically diverse communities	Explore cultural and faith based training for BoD members and senior leadership teams in member organisations	October 2025	Ian Arbon (Regional Director)
	Identify initiatives/frameworks and strategies to improve representation of people of all abilities	Contact Activity Alliance regarding positive representation of disabled members and explore potential areas of collaboration	October 2025	Tony Anderson (SEND Officer)
	Identify initiatives/frameworks to support LGBTQ+ representation	Contact Pride Sports regarding positive representation of LGBTQ+ members and explore potential areas of collaboration	October 2025	James Pape (Director of Coaching)

Key priority 3: Improving the experience of inclusion and belonging

Planned objective	Key actions	Key activities	Timeframe (to be completed by)	Person responsible (roles also indicated in case of role-holder changes)
Ensure that all BJJ GB members feel welcome and are treated with respect	Identify initiatives/frameworks and strategies to challenge racism and discrimination	Engage with relevant support networks to champion best-practice and actively interrupt patterns of racism and discrimination	October 2025	Martin Dixon (Chair)
	Conduct feasibility of youth panel/youth board to assist with decision making	Member organisations to identify volunteers to be involved in decision making and shaping of strategies	October 2025	Claire Fitzgerald (Vice Chair)
	Gather case study information on female/LGBTQIA+/ethnically diverse/disabled and neurodiverse leaders within BJJ GB	Member organisations to identify volunteers to be involved case study	October 2025	Gareth Horgan (Regional Director)
Eliminate bullying and harassment	Ensure all member organisations are aware of relevant policies and procedures on how to report bullying and harassment	Approve and publicise a zero-tolerance to bullying and harassment statement with policy and processes for identifying and tackling bullying and harassment	October 2025	Martin Dixon (Chair)