



Inclusion Strategy

NI Judo Federation – Inclusion Strategy

Aim: 'Build an inclusive culture within our sporting community to allow our members the opportunity to participate, progress and perform to their maximum potential.' To ensure Inclusion is within all Judo Clubs in Northern Ireland. To provide more opportunities for judoka's with a disability to take part in competitions and activities in Northern Ireland. To drive the delivery of inclusion throughout the Northern Ireland Judo Federation.

Objectives:

1. **Competition Infrastructure:** Ensure a robust competition infrastructure is in place
2. **Communication & Engagement:** Inclusion strategy communicated to local clubs and understanding of local needs assessed
3. **Training & Support:** Develop a network of trained and insured inclusive coaches whilst providing support
4. **Monitoring & Evaluation:** A method of monitoring and compiling figures of judoka's with a disability throughout all NI judo clubs



NI Judo Federation – Inclusion Strategy 2019 - 2021



The key emphasis on Inclusion will be concentrating on the following stages throughout the Inclusion Strategy;

- Upskilling Coaches & Officials
- Club awareness
- Monitoring

Key for Delivery:

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| CWO | Club Workforce Officer |
| NJC | Nominated Judo Coaches |
| IFG | Inclusion Focus Group |
| CMM | Commercial & Marketing Manager |

Objective	Planned Actions/Targets	Delivery	Performance Indicator	Date achieved by
1.Competition Infrastructure Create a robust competition infrastructure	1.1 Develop a competition plan within the NI Judo Federation calendar of events.	CWO	1 competition plan to be developed	
	1.2 Ensure that all clubs have a representative attend an inclusive coaching workshop	CWO NIJF Educator	1 workshop delivered annually	
	1.3 Training programme devised to support coaches being inclusive eg:cpd opportunities	IFG CWO	Support programme delivered - ongoing	
	1.4 Coaches supported through Training Needs Analysis	CWO	10 TNA conducted	
	1.5 Training Programme devised to support officials in adjudicating including the rules of an adaptive event	IFG NIJF Educator	Support programme delivered - ongoing	
	1.6 Inclusion discussed at specific board	IFG	2 Board Meetings	

NI Judo Federation – Inclusion Strategy 2019 - 2021



	meetings as key topic to ensure ongoing support.	CWO	annually	
	1.7 Volunteers trained to support competition structure	CWO / NJC	4 Volunteers trained	
Objective	Planned Actions/Targets	Delivery	Performance Indicator	Date achieved by
2.Communication & Engagement Inclusion strategy communicated to local clubs and understanding of local needs assessed	2.1 To create a database of clubs and players with a disability	CWO	1 database created	
	2.2 Inclusion Booklet To create an inclusion resource to support local clubs	CWO	80 Inclusion Packs created	
	2.3 Advertising and promotion Advertise and promote inclusive initiatives, clubs, coaches, good case studies in local newspapers, social media, DSNI, NI Judo Federation website and Facebook Page. Create an Inclusion section on the NI Judo Federation website	CWO IFG CMM CMM	Annual promotion of Inclusion Quarterly promotion of Case Studies via website/social media Section on Inclusion	
	2.4 Direct Engagement Directly engaging with and disseminating information on inclusion to local clubs	CWO IFG	Engagements x 2 annually	
	2.5 Shared Understanding Staff, colleagues and partners are aware of Inclusion within NI Judo Federation through staff training	CWO IFG	Staff Training x 1 annually Club Training x 1	

	<p>Inclusion within club committees through club training</p> <p>2.6 Inclusive Focus Group Focus Group devised and working to ensure actions of inclusive strategy are on target and judo clubs becoming more inclusive</p> <p>2.7 Annual Inclusion Event To support players and coaches. Comprising of; training, mentoring and networking. Supported by British Judo Association Disability Officer.</p>	<p>CWO IFG</p> <p>CWO IFG BJA</p>	<p>annually</p> <p>IFG to meet 3 / 4 times per year</p> <p>1 event annually</p>	
Objective	Planned Actions/Targets	Delivery	Performance Indicator	Date achieved by
<p>3.Training & Support Develop a network of trained and insured inclusive coaches whilst providing support</p>	<p>3.1 Gap analysis of inclusive coaching requirements for local judo clubs</p> <p>3.2 Identify coaches to attend inclusive coaching workshop</p> <p>3.3 Encourage coaches to complete online inclusive coaching sprint (If available)</p> <p>3.4 Deliver Inclusive Coaching Workshop</p> <p>3.5 Inclusive Coaches to attend inclusion session</p>	<p>CWO</p> <p>CWO IFG</p> <p>CWO</p> <p>CWO NIJF Educator</p> <p>CWO IFG</p>	<p>Gap analysis completed throughout Clubs</p> <p>10 Inclusive Coaches identified</p> <p>10 Inclusive Coaches completed sprint</p> <p>1 Workshop annually</p> <p>3 inclusion training sessions held annually</p>	

	3.6 Provide support and advice to inclusive coaches in their respective area	CWO IFG	Ongoing Support as required	
	3.7 Create links and liaise with key organisations for additional support	CWO IFG	Ongoing	
	3.8 Source funding for Adaptive sessions / initiatives/competitions	CWO IFG CMM	Ongoing	
Objective	Planned Actions/Targets	Delivery	Performance Indicator	Date achieved by
<p>4. Monitoring & Evaluation A method of monitoring and compiling figures of judoka's with a disability throughout all NI judo clubs.</p> <p>A method of compiling a list of inclusive coaches</p> <p>Providing evidence of Inclusion in judo clubs</p>	6.1 Maintain a database compiling a list of names of judoka's with a disability. Encourage clubs / players to check the disability box on their profile on the online Go membership system.	CWO	1 Database created – Ongoing Input	
	6.2 Maintain a database compiled of inclusive coaches and cpd opportunities	CWO	1 Database created - Ongoing input	
	6.3 Produce Case Studies on good practise of Inclusive Coaching / Inclusive Competitions for NI Judo Federation website and Social Media.	CWO IFG CMM	Quarterly Case Studies on NIJF website and submitted to DSNI for good practice.	

NI Judo Federation – Inclusion Strategy 2019 - 2021

Picture depicting Chairman Bill Taggart receiving the Inclusive Sport Award for the Governing Body from Disability Sport NI Chairman Kevin O'Neill.

