

## Introduction

The concept of 'Sport for All' is nothing new and those agencies providing sport throughout the UK have acknowledged and supported this philosophy for many years.

NIJF Equality Plan statement of intent is : -

*The NI Judo Federation has a desire and a duty to provide services fairly and without discrimination. The Federation is fully committed to the principles of equality of opportunity and will devote energy and resources to the achievement of this aim.*

The NI Judo Federation is responsible for ensuring that no participant, volunteer, job applicant or employee receives less favourable treatment on the grounds of age, gender, disability, ethnic origin, race, colour, parental or marital status, pregnancy, social or class background, nationality, religious belief or sexual preference or political belief.

## Policy Objectives

- 1.1. NI Judo Federation is fully committed to the principles of equality of opportunity and is responsible for ensuring that no job application, employees, workers, office holders, volunteers, participants or members (together 'Stakeholders') are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation (together the 'Protected Characteristics')
- 1.2. In addition NI Judo Federation recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.
- 1.3. NI Judo Federation will encourage partner organisations, including member clubs, affiliated Federations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy

## Purpose of the Policy

- 2.1. NI Judo Federation recognises that individuals (and/or certain groups in our society who share one or more Protected Characteristics) may not have been able to participate equally and fully in sports related activities in the past. In some instances this may have been a result of unlawful discrimination.
- 2.2. This Policy has been produced to try to prevent and address any unlawful discrimination or unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in sports related activities.

## Legal Requirements

- 3.1. NI Judo Federation is required by law not to unlawfully discriminate against its Stakeholders and recognises its legal obligations under, and will abide by the requirements of, the Equality Act 2010, and any equivalent legislation (as amended) in any UK jurisdiction, Jersey, Guernsey or the Isle of Man and any later amendments to such legislation or subsequent equality related legislations that may be relevant to NI Judo Federation.
- 3.2. NI Judo Federation will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

## Discrimination, harassment, bullying and victimisation

NI Judo Federation recognises the following as being unacceptable:

- 4.1. Unlawful discrimination which can take the following forms:
  - 4.1.1. *Direct Discrimination*: treating someone less favourably than you would treat others because of a Protected Characteristic
  - 4.1.2. *Indirect Discrimination*: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
- 4.2. *Harassment*: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipients dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. NI Judo Federation is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
- 4.3. *Bullying*: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- 4.4. *Victimisation*: subjecting someone to a detriment because he or she has in good faith taken action under the Equality Act 2010 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Equality Act 2010 (or equivalent legislation) or doing any other thing for the purpose or in connection with the Equality Act 2010 (or any equivalent legislation).

NI Judo Federation regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any Stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person.

## Reasonable Adjustments

- 5.1. 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.
- 5.2. NI Judo Federation recognises that it has a duty to make reasonable adjustments for disabled persons. NI Judo Federation will consider all requirements and where possible will accommodate reasonable requests and will work with disabled Stakeholders to implement any adjustments that will enable them to participate more fully in sports related activities.

## Transsexual Athletes

- 6.1. NI Judo Federation considers that Judo is a gender affected sport under the Equality Act 2010 and refers any transsexual athletes to its policy relating to participation by transsexual persons.[1]

## Responsibility, implementation and communication

- 7.1. The following responsibilities will apply:
  - 7.1.1. The Board of NI Judo Federation is responsible for ensuring that this Equality & Diversity Policy is implemented, followed, and reviewed when appropriate. The NI Judo Federation Board is also responsible for ensuring that this Equality & Diversity Policy is enforced and any breaches are dealt with appropriately.
  - 7.1.2. A member of the Board will be appointed as 'Equality & Diversity Champion' and will ensure that equality is included as an agenda item at Board meetings when appropriate and that the Board takes equality issues into considerations when making decisions.
  - 7.1.3. The NI Judo Federation has the overall responsibility for the implementation of this Equality & Diversity Policy.
  - 7.1.4. All stakeholders have the responsibility to respect, follow and promote the spirit and intentions of the Equality & Diversity Policy. Individual work programmes for NI Judo Federation staff will be amended to include equality related tasks where appropriate.
- 7.2. This Equality & Diversity Policy will be implemented immediately following Board approval. Implementation requires the following actions:
  - 7.2.1. NI Judo Federation will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All job packs sent out by NI Judo Federation will contain a policy statement similar to the following:

*“Our policy is that no employee, member or applicant for this post receives less favourable treatment than another on the grounds of race, colour, ethnic, racial or national origins, religion (or religious belief), sex, marital status, sexual orientation, age or disability. Further, no person will be disadvantaged by any condition or requirement that is not justified by the genuine needs of the role or the Federation.”*

- 7.2.2. No applicant for any post (including job applicants, consultant advisers and suppliers) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
- 7.2.3. Consultants and advisers (and where appropriate suppliers) to NI Judo Federation will be required to abide by this Equality & Diversity Policy and it will be referred to in any service level agreements or contracts issued by NI Judo Federation.
- 7.3. This Equality Policy will be communicated in the following ways:
  - 7.3.1. The Policy will be included in any employee handbook (or equivalent paper or electronic document). Reference will be made to this Equality & Diversity Policy in any code of conduct. This Equality & Diversity Policy is for guidance only and will not form part of any contract of employment with any employees of NI Judo Federation.
  - 7.3.2. The Policy will be highlighted in all staff and volunteer inductions.
  - 7.3.3. A copy of this Equality & Diversity Policy will be publicly available on the NI Judo Federation website and copies in other formats will also be available from NI Judo Federation HQ. All members will be made aware of the Policy when they join
  - 7.3.4. Each time this Policy is reviewed, NI Judo Federation 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); and
  - 7.3.5. NI Judo Federation will promote continuing professional development for all employees and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, equipment or training.

## **Actions**

- 8.1. NI Judo Federation will produce, maintain and monitor an Equality & Diversity Action Plan to ensure the objectives of this Equality & Diversity Policy are consistently delivered throughout all areas of the organisation.
- 8.2. NI Judo Federation recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required. If appropriate and proportionate, NI Judo Federation will consider positive action or may introduce special measures to assist any group with a Protected Characteristic which is currently underrepresented within any group of Stakeholders.

## Monitoring and Evaluation

- 9.1. This Equality & Diversity Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality & Diversity Policy will take place as and when required, but not less than once every three years.
- 9.2. The Equality & Diversity Action Plan, created to ensure the objectives of this Equality & Diversity Policy are delivered, will be reviewed by the NI Judo Federation regularly, but in any event not less than once every 12 months.
- 9.3. On an annual basis, statistical, and if appropriate qualitative, information will be collected and a report will be produced by the NI Judo Federation for the Board. Once approved by the Board the report will be published internally and externally, to show the impact of this Equality & Diversity Policy and progress towards achieving the Equality & Diversity Action Plan.

## Complaints Procedures

- 10.1. To safeguard individual rights under this Equality & Diversity Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality & Diversity Policy may raise the matter through the appropriate procedure (i.e. the employee grievance procedure for employees or the conduct and complaints procedure for Stakeholders who are not employees).
- 10.2. Appropriate disciplinary action will be taken against any NI Judo Federation Stakeholder who violates this Equality & Diversity Policy under the employee disciplinary procedure or Conduct and Complaints Policy and procedures.
- 10.3. An individual raising an employee grievance will not be penalised for doing so unless it is untrue and not made in good faith.
- 10.4. As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is the Board appeals committee.

[1] NI Judo Federation does not its own specific transsexual policy at the time of writing and adopts European and International Judo Federations Policy