



NIJF Equality Diversity and Inclusion Policy

“The Association is fully committed to the principles of diversity, equality of opportunity and promoting good relations for all, regardless of gender, age, disability, gender reassignment, race, sexual orientation, religion and belief, marriage and civil partnership, pregnancy and maternity or socio-economic background”.

Policy Objectives

- 1.1. Northern Ireland 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, the NIJF 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. NIJF will encourage partner organisations, including member clubs, affiliated associations, suppliers, sponsors and customers, to adopt and demonstrate their commitment to the principles and practice of equality as set out in this Equality Policy

2. Purpose of the Policy

- 2.1. NIJF 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.

3. Legal Requirements

3.1. The NIJF 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 Northern Ireland Act 1998, Section 75, The Disability Discrimination Act 1995 (Amendment) Regulations (Northern Ireland) 2004, Sex Discrimination (Northern Ireland) Order 1976 (as amended), Sex Discrimination (Gender Reassignment) Regulations (Northern Ireland) 1999, Race Relations (Northern Ireland) Order 1997, Fair Employment and Treatment (Northern Ireland) Order 1998, Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003 and Civil Partnership Act 2004 any later amendments to such legislation or subsequent equality related legislations that may be relevant to British Judo. Please Note: Unlike the mainland, whereby Equality is covered under one act namely, the Equality ACT 2010, Northern Ireland equality and anti-discrimination law is not consolidated into one single act, hence the above differing Acts and Orders.



3.2. The NIJF will seek advice each time these Policies are reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, harassment, bullying and victimisation the NIJF 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 Equality Policy 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 recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. British Judo 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 Acts and Orders mentioned at 3.1 (or equivalent legislation) by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened the Acts and Orders mentioned at 3.1 (or equivalent legislation) or doing any other thing for the purpose or in conjunction with the Acts or Orders (or any equivalent legislation).

4.5. The NIJF 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.

5. Reasonable Adjustments

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

5.2. The NIJF recognises that it has a duty to make reasonable adjustments for disabled persons. The NIJF 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.

6. Transsexual Athletes

6.1. British Judo 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] The Northern Ireland Judo Federation has its own operating policy on this matter.



7. Responsibility, implementation and communication

7.1. The following responsibilities will apply:

7.1.1. The Board of the NIJF are responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. The NIJF Board is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.

7.1.2. A member of the Board will be appointed as 'Equality 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 Chairperson has the overall responsibility for the implementation of this Equality Policy.

7.1.4. All stakeholders have the responsibility to respect, follow and promote the spirit and intentions of the Equality Policy. Individual work programmes for British Judo staff will be amended to include equality related tasks where appropriate.

7.2. This Policy will be implemented immediately following Board approval. Implementation requires the following actions:

7.2.1. The NIJF will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice. All future job packs sent out by the NIJF 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 the NIJF will be required to abide by this Equality Policy and it will be referred to in any service level agreements or contracts issued by the NIJF.

7.3. This 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 and Diversity Policy in any code of conduct. This Equality Policy is for guidance only and will not form part of any contract of employment with any employees of the NIJF;

7.3.2. The Policy will be highlighted in all staff and volunteer inductions;

7.3.3. A copy of this Policy will be publicly available on the NIJF website and copies in other formats will also be available from the NIJF's admin office. All members will be made aware of the Policy when they join;



7.3.4. Each time this Policy is reviewed, NIJF 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);

7.3.5. The NIJF 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.

8. Actions

8.1. The NIJF will produce, maintain and monitor an Equality and Diversity Action Plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation.

8.2. The NIJF recognises that, in some cases, to further the principle of equality, diversion and inclusion an unequal distribution of resources may be required. If appropriate and proportionate, the NIJF 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.

9. Monitoring and Evaluation

9.1. This Policy will remain in force until it is amended, replaced or withdrawn. A review of this policy will take place as and when required, but not less than once every three years.

9.2. The policy Action Plan, to be created, will ensure the objectives of this Equality, Diversion and Inclusion Policy are delivered, will be reviewed by the Chairperson, equality Champion and the Board 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 Chair for the Board. Once approved by the Board the report will be published internally and externally, to show the impact of this Equality Policy and progress towards achieving the Equality Action Plan.

10. Complaints Procedures

10.1. To safeguard individual rights under this Equality, Diversion and Inclusion Policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of this Equality 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 NIJF Stakeholder who violates this Equality 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] The Northern Ireland Judo Federation has a stand-alone Transgender Policy which is comprised of and follows the International Olympic Committee (IOC) standards and procedures in relation to Transgender athletes and their participation in Judo in Northern Ireland.