

Equality Policy

Japan Arts Centre Police Sport UK Judo Club



1. Policy Objectives

- 1.1. Japan Arts Centre Police Sport UK Judo is fully committed to the principles of equality of opportunity and is responsible for ensuring that no 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 Japan Arts Centre Police Sport UK Judo 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.

2. Purpose of the Policy

- 2.1. Japan Arts Centre Police Sport UK Judo 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. Japan Arts Centre Police Sport UK Judo 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 Japan Arts Centre Police Sport UK Judo
- 3.2. Japan Arts Centre Police Sport UK Judo will seek advice each time this Policy is reviewed to ensure it continues to reflect the current legal framework and good practice.

4. Discrimination, harassment, bullying and victimisation

Japan Arts Centre Police Sport UK Judo 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. Japan Arts Centre Police Sport UK 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 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 conduction with the Equality Act 2010 (or any equivalent legislation).
- 4.5. Japan Arts Centre Police Sport UK Judo 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. Japan Arts Centre Police Sport UK Judo recognises that it has a duty to make reasonable adjustments for disabled persons Japan Arts Centre Police Sport UK Judo 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. Japan Arts Centre Police Sport UK 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]

7. Responsibility, implementation and communication

- 7.1. The following responsibilities will apply:
 - 7.1.1. The committee of Japan Arts Centre Police Sport UK Judo is responsible for ensuring that this Equality Policy is implemented, followed, and reviewed when appropriate. Japan Arts Centre Police Sport UK Judo committee is also responsible for ensuring that this Equality Policy is enforced and any breaches are dealt with appropriately.



- 7.1.2. The club chairman has the overall responsibility for the implementation of this Equality Policy.
- 7.1.3. All stakeholders have the responsibility to respect, follow and promote the spirit and intentions of the Equality Policy. Individual work programmes for volunteers and coaches will be amended to include equality related tasks where appropriate.
- 7.2. This Equality Policy will be implemented immediately following committee approval
- 7.3. This Equality Policy will be communicated in the following ways:
 - 7.3.1. The Policy will be included in members information (or equivalent paper or electronic document). Reference will be made to this Equality Policy in any code of conduct.
 - 7.3.2. A copy of this Equality Policy will be publicly available on the Japan Arts Centre Police Sport UK Judo website and copies in other formats will also be available from Japan Arts Centre Police Sport UK. All members will be made aware of the Policy when they join;
 - 7.3.3. Each time this Policy is reviewed, Japan Arts Centre Police Sport UK Judo Stakeholders and the British Judo Association 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
 - 7.3.4. Japan Arts Centre Police Sport UK Judo will promote continuing professional development for all coaches and volunteers to support equal opportunities within the organisation and, where appropriate, provide specialist facilities, equipment or training.

8. Actions

- 8.1. Japan Arts Centre Police Sport UK Judo will produce, maintain and monitor an Equality Action Plan to ensure the objectives of this Equality Policy are consistently delivered throughout all areas of the organisation.
- 8.2. Japan Arts Centre Police Sport UK Judo recognises that, in some cases, to further the principle of equality, an unequal distribution of resources may be required. If appropriate and proportionate, Japan Arts Centre Police Sport UK Judo 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 Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.
- 9.2. The Equality Action Plan, created to ensure the objectives of this Equality Policy are delivered, will be reviewed by the Chairman and Club committee regularly, but in any event not less than



once every 12 months.

10. Complaints Procedures

- 10.1. To safeguard individual rights under this Equality 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 .
 - 10.2. Appropriate disciplinary action will be taken against any Japan Arts Centre Police Sport UK Judo 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 club committee.
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