

Equity Policy

Equity Policy Statement

1. The UKBJJA sets standards and values to apply throughout the sport at every level. Our commitment is to confront and eliminate discrimination whether by reason of age, gender, disability, race, religion, ethnic origin, creed, colour, social status, or sexual orientation.

2. The UKBJJA is an equal opportunities organisation. We are committed to equality of opportunity within our organisation and all individual members and member clubs of the UKBJJA shall be bound by a similar commitment.

3. Equality of opportunity means that in all activities we do not permit unlawful discrimination of any kind or in any way treat anyone less favourably on grounds of age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation. This includes:

- a. the advertisement of jobs
- b. the selection of candidates for employment or promotion
- c. job location or working environment
- d. pay and employment terms and conditions
- e. the granting of membership
- f. the internal training and development activities
- g. external coaching and education activities and awards
- h. selection for representative teams
- i. appointment to positions within the Association

4. It is the aim of the UKBJJA to provide all its services in a way that is fair to everyone.

5. It is the aim of the UKBJJA in its relationships with its members/employees and in the provision of its services not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

6. In pursuance with this policy the UKBJJA or its members may take special measures/positive action in favour of any group that is currently under represented in its membership, representative bodies or workforce. In this it will take account of the following:

- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986 & 1999
- Race Relations Act 1976
- Disability Discrimination Act 1995
- Rehabilitation of Offenders Act 1974
- Human Rights Act 200

Discipline and Grievance Procedures

7. The UKBJJA takes any act of deliberate discrimination (includes bullying and harassment) very seriously and will take all appropriate disciplinary action (including dismissal) against any employee/member who is found to have discriminated against any other person on any grounds already specified.

8. To safeguard individual rights under the policy any member/employee who believes that he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure.

Monitoring and Evaluation

9. The UKBJJA will regularly monitor and evaluate the policy, practices and procedures on an on-going basis and will inform member/employees of their impact.

10. The Officer for Equity, Health and Safety and Child Protection is responsible for ensuring that this equity policy is followed and for dealing with any actual or potential breaches.

11. The UKBJJA Committee has overall responsibility for the implementation of the equity policy.

Implementation

12. A copy of this document will be available to all members/employees and volunteers of the UKBJJA.

13. All members/employees of the UKBJJA have responsibilities to respect, act in accordance with, and thereby support and promote the intentions of this policy.

Terminology

Bullying: A person who controls or attempts to control another person by force, fear of threat.

Disability: Defined under the Disability Discrimination Act 1995 a 'a physical or mental impairment that has a substantial and long term adverse effect on a person's ability to carry out normal day to day activities.

Disadvantage: The disproportionate deprivation of some or all resources.

Discrimination: The action that people take on the basis of their prejudices, which results in unfair and unjust treatment.

- **Direct Discrimination:** Treating one person less favourably than another would be treated in similar circumstances.
- **Indirect Discrimination:** Instigating requirements or conditions which, on the face of it, apply equally to all but which in practice, can be met only by certain advantaged individuals. Such requirements or conditions are lawful only if they can be objectively justified.

Equal Opportunities: Within the employment context, treating people as individuals and providing them with opportunities on the basis of their skills, talents and qualification so that they are neither disadvantaged or denied access on the grounds of their age, disability, ethnicity, race, sex, or sexual orientation.

Equity: It is in its simplest sense, 'fairness'. This is the process of allocating or reallocating resources and entitlements, including power, fairly and without discrimination. It may also use positive action initiative and measures to address existing inequities.

Ethnic Minority Communities: All ethnic and national groups who are not the numerically dominant.

Harassment: A form of discrimination that may lead to a breach of statute, as it constitutes an activity that can be detrimental to members of one particular race or sex. Harassment can be defined as 'an action or comment that causes persistent offence to a person or group.'

Positive Action: A range of measures or initiatives intended to redress the effects of past discrimination. Positive Action can be taken to redress balance only within the bounds of the appropriate legislation.

Prejudice: Negative, irrational feelings, attitudes and opinions that people have about other people. It suggests prejudging other people without any prior knowledge of them.

Racism: The total effect of racial disadvantage and discrimination, caused deliberately or inadvertently by individuals, groups or organisations.

Sexism: The systematic discrimination against one sex (usually one by the other).

Stereotyping: The process of labelling or grouping people just because they are members of a particular visible group. It is assumed that they must also share particular traits that are considered characteristic of that group