

THE JUDO ACADEMY



Equal Opportunities Policy

1. Equal Opportunities in Service Provision.

The Judo Academy has a desire and a duty to provide services fairly and without discrimination. The aim of this Policy is to ensure fair and equal treatment and opportunity for all members and users of the Judo Academy's services. The Judo Academy will work towards equality of opportunity for all and will devote energy and resources to the achievement of this aim.

The Judo Academy will not knowingly discriminate on grounds of disability, ethnic origin, gender or sexuality. The Judo Academy will strive to eliminate racism, sexism and all other forms of discrimination in sport. The Judo Academy's services will be equally available to all the Judo Academy's members.

Members of the Judo Academy are responsible for implementing this policy when carrying out Judo Academy activities. Members are expected to lead by example through their actions.

Exclusion from opportunities not only disadvantages those who experience discrimination and harassment but also deprives the wider community of the full contribution of their talents and energies. Empowering people to contribute more fully enriches our communal life.

2. Equal Opportunities in Employment

The Judo Academy is committed to the formulation and effective implementation of an Equal Opportunities Policy in employment practices. This policy applies to recruitment, promotion, transfer, training and re-training, the operation of grievance, disciplinary and redundancy procedures, the provision of employment benefits and generally to the application of all terms and conditions of employment.

Employees / Volunteers are expected to participate in the preparation and carrying out of practical measures to improve the Judo Academy's

performance with regard to Equal Opportunities. Employees / Volunteers are also responsible for their behaviour towards colleagues and users of the Judo Academy's services, and are expected to meet appropriate standards.

People with disabilities shall not be prevented from employment with the Judo Academy on the grounds of disability, restricted access or inadequate equipment, where, with effort and reasonable expenditure the necessary adaptations could be made.

Employees / Volunteers will be recruited, trained and promoted solely on the basis of genuine job requirements, relevant experience and qualifications, skill, aptitude and other objective criteria.

A clear responsibility for providing Equal Opportunity rests with the Judo Academy's Employees / Volunteers, however, all members of the Judo Academy are expected to avoid discrimination, to discourage it in others and to accept personal responsibility for the application of this policy. Employees / Volunteers should familiarise themselves with this policy and any guidelines issued as part of the equal opportunities process. The Judo Academy will endeavour to retain and/or offer re-training where necessary to Employees / Volunteers who develop disabilities as a result of accident and/or illness.

It is the responsibility of the the Judo Academy's Central Committee and all team-managers and other supervisory staff / volunteers and NIJF Officers in a Regulated position to ensure that this policy is observed.

All procedures and practices relating to the recruitment and selection of employees / volunteers, will be regularly reviewed to ensure consistency with the principles of equal opportunities. All conditions of service will be kept under review to ensure they do not discriminate against any particular group.

Employment practices will be kept under review and adapted where necessary to meet the varying needs of employees. The introduction of flexible working hours and job sharing are examples of such practices.

As part of the policy the Judo Academy will treat as a disciplinary matter any deliberate act of discrimination or failure on the part of Association officials to challenge members acting in a discriminatory manner.

The Judo Academy also actively discourages, and treats as disciplinary matters any abusive, insulting or offensive remark, action or publication relating to employees or members of the Association on any of the grounds outlined in the aims and objectives of this policy.

All complaints of discrimination made by any employee or member of the Judo Academy will be thoroughly and promptly investigated.

Signed: _____ (Chairman)
_____ (Secretary)