

# The Judo Academy



## Equity Policy

### Statement of intent

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

**The Judo Academy** 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, social class, nationality, religious belief or sexual preference or be disadvantaged by conditions or requirements that cannot be shown to be relevant to the performance.

### Principles

**The Judo Academy** Equity policy is based upon a number of principles.

- All individuals have the right to participate in and enjoy sport.
- All employees, members and volunteers involved in the sport of Judo are responsible for creating an open and friendly environment for anyone wishing to participate in the sport.
- Discriminatory behaviour will not be tolerated within the sport of Judo.
- The Judo Academy regards discrimination as gross misconduct for any one of its employees, members and or volunteers to discriminate against any other person.
- All allegations and incidents of discrimination or other such unfair treatment will be taken seriously and responded to swiftly in accordance with Judo Academy Policies and Codes.

## **Purpose of the Equality Policy.**

**The Judo Academy** wishes to ensure that all sectors of the community have the right and the opportunity to participate in the sport of Judo. The Judo Academy recognises that past discrimination, whether intentional or otherwise, is denying some sectors of the community the opportunity to participate equally and fully in the sport of Judo. The Judo Academy will endeavour to eliminate discrimination or other unfair treatment of its employees, members and volunteers.

## **Commitment to Equity**

**The Judo Academy** will:

- Implement an equity policy that will both eliminate and safeguard against discrimination within the sport of judo.
- Educate and guide employees, members and volunteers of the Judo Academy on the adoption and implementation of the equity policy.
- Monitor and review the policy, practices, procedures and operational systems of the Judo Academy and keep the employees, members and volunteers informed of progress.
- Encourage and support the personal development of all employees, members and volunteers to assist their progress within the Judo Academy.
- Take positive action or devise special initiatives to target specific sectors of the community that may be under-represented within the Judo Academy.

## **Legal Responsibilities**

**The Judo Academy** is required by law not to discriminate against employees, members and volunteers and recognises its legal obligations under the following acts.

- The Equal Pay Act 1970.
- The Rehabilitation of Offenders (Exception) Order (NI) 1979. (as amended by the 1987, 2001 and 2003 orders)
- The Sex Discrimination Act 1975.
- The Race Relations (Amendment) Act 2000.
- The Disability Discrimination Act 1995.
- The Children's (NI) Order 1995.

## **Definitions**

### **DISCRIMINATION.**

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

### **DIRECT DISCRIMINATION.**

Treating one person less favourably than another would be in a similar situation. Direct discrimination on the basis of sex often shows in traditional stereotypes about the roles of men and women and what may be "men's jobs" and what may be "women's jobs". Women are frequently the targets of discriminatory practices.

### **INDIRECT DISCRIMINATION.**

Instigating requirements or conditions, which, on the face of it, apply equally to all but which, in practice, can be met with only by certain advantaged individuals. Such requirements or conditions are lawful only if they can be objectively justified.

### **DISADVANTAGE**

The disproportionate deprivation of some or all resources.

## **EQUITY**

In its simplest sense, “Fairness”, the process of allocating (or reallocating) resources and entitlements, including power, fairly and without discrimination. It may also use positive action initiatives and measures to addressing existing inequities.

## **EQUAL OPPORTUNITIES**

Within the employment sector context, treating people as individuals and providing them with opportunities on the basis of their skills, talents and qualifications so that they are neither disadvantaged nor denied access on the grounds of their age, disability, ethnicity, race, sex, or sexual orientation.

## **DISABILITY**

Defined in the Disability Discrimination Act 1995 as “a physical or mental impairment that has a substantial and long-term adverse affect on a persons ability to carry out normal day-to-day activities.

## **ETHNIC MINORITY COMMUNITIES**

All non-white people.

## **HARASSMENT**

A form of discrimination that may lead to a breach of statue legislation, 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. An example of racial harassment would be racially motivated behaviour that causes distress or discomfort to people from ethnic minority communities.

## **POSITIVE ACTION**

A range of measures or initiatives intended to redress the effects of past discrimination. For example, positive action measures are frequently used to encourage applications from an-under-represented group in an organisation or to introduce training where there is under-representation of a particular group in the organisation. Positive action can be taken to redress a 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 disadvantaged and discrimination, caused deliberately or inadvertently by individuals, groups or organisations.

**SEXISM**

The systematic discrimination against one sex (usually 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.

The above definitions are sourced from Equity guidelines for governing Bodies, Sport England, June 2000.