

Key Policy Document Title	Equality Policy
Adopted	11 th June 2013
Updated	4 th December 2017/14 th May 2024

Introduction and Purpose

1. JudoScotland (JS) is committed to ensuring that no participant, volunteer, job applicant or staff member receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation; and that they can be assured of an environment in which their rights, dignity and individual worth are respected and in particular, that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.
2. The purpose of this policy is to prevent any potential discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against JS staff, members and volunteers and to ensure that there is genuine and equal opportunity for people to participate to the full extent of their own ambitions and abilities, without regard to the protected characteristics covered under the Equality Act 2010.

Commitment to Equality

3. JS will strive to:
 - (a) devise and implement an Equality Action Plan (EAP) to ensure the intent of this policy is delivered
 - (b) consult with staff and members when reviewing the Equality Policy and EAP
 - (c) educate and guide staff, members and volunteers on the adoption and implementation of the EAP
 - (d) encourage Member Clubs to:
 - (i) formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it
 - (ii) take steps to ensure that their Committees, members and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under the Club's constitution
 - (iii) ensure that access to membership is open and inclusive and
 - (iv) support such measures and initiatives that JS may institute or take part in to advance the aims of this policy.
 - (e) encourage JS individual and Club members to:
 - (i) commit to act in accordance with this policy and
 - (ii) support such measures and initiatives that JS may institute or take part in to advance the aims of this policy.
4. JS recognises that, in some cases to achieve the principle of equality, unequal effort is required and, if appropriate will consider positive action to tackle under-representation.



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5. JS will monitor and evaluate on a regular basis, progress in the achievement of the aims and objectives contained within the EAP.
6. JS will monitor and review the policy, practices, procedures and operational systems and keep staff, members and volunteers informed of progress.
7. JS regards discrimination as gross misconduct and any member of staff, member or volunteer who discriminates against any other person will liable to appropriate disciplinary action.
8. JS recognises that many individuals may have intersecting identities and therefore cognisance should be given to an intersectional approach to increase our understanding on how we can meet the needs of individuals.

Underpinning Principles

9. The JS EAP is based upon a number of principles, whereby:
 - (a) all individuals have the right to participate in and enjoy sport
 - (b) all personnel involved in the sport of judo are responsible for creating an open and friendly environment for anyone wishing to participate in the sport
 - (c) discriminatory behaviour will not be tolerated within the sport of judo in Scotland
 - (d) all allegations and incidents of discrimination or other such unfair treatment will be taken seriously and responded to in accordance with JS policies and procedures.

Discrimination, Harassment and Victimisation

10. Discrimination can take the following forms:
 - (a) Direct Discrimination – This means treating someone less favourably than you would treat others in the same circumstances
 - (b) Indirect Discrimination - This occurs when a job requirement or condition is applied equally to all, which has a disproportionate and detrimental effect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified in relation to the job. When decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved
 - (c) Harassment - Is described as inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient. It may be directed towards people because of their gender, appearance, race, ethnic origin, nationality, age, sexual preference, a disability or some other characteristic. JS is committed to ensuring that its staff, members, participants and volunteers are able to conduct their activities free from harassment or intimidation
 - (d) Victimisation - Is defined as when someone is treated less favourably than others because they have taken action against JS under the Equality Act 2010 or provided information about discrimination, harassment or inappropriate behaviour.
 - (e) Discrimination arising from disability - Is described as when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.



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11. JS regards discrimination, harassment or victimisation, as described above, as serious misconduct and any staff, volunteer or member who discriminates against, harasses or victimises any other person will be liable to appropriate disciplinary action.
12. Discrimination arising from disability When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Responsibility, Implementation and Communication

13. The JS Equality Working Group (EWG) is responsible for ensuring that the Equality Policy is adhered to and that the EAP is monitored.
14. An EDI update will be provided in the Business Support Update Paper presented at every Board Meeting.
15. All staff, volunteers and members have responsibilities to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy.
16. JS will take appropriate measures to ensure that its employment practices are non-discriminatory and are in accordance with our Recruitment Policy.
17. No job applicant will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unfair discrimination.
18. A planned approach will be adopted to eliminate barriers, which discriminate.
19. Equality, Diversity and Inclusion (EDI) will be covered in all staff and volunteer induction training.
20. The Equality Policy be available on the JS website.

Disciplinary and Grievance Procedures

21. JS regards all forms of discriminatory behaviour, including but not limited to, behaviour described previously as unacceptable.
22. Appropriate disciplinary action will be taken against any member of staff, member or volunteer who does not uphold the JS Equality Policy.
23. Any person who believes that they have been treated in a way that they consider to be in breach of this policy by a member club or individual member of JS, should first raise a complaint to that person or Club.
24. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against JS itself, the person may raise the matter by writing directly to info@judoscotland.com.
25. The EWG will investigate the complaint which will be conducted impartially, confidentially, and without avoidable delay.
26. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.
27. The outcome of the investigation will be notified to the parties in writing. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual or Club member, sanctions may be considered on that person or Club in line with the JS Articles of Association.
28. Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amount to a criminal offence, the appropriate authority will be informed.



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29. In the event that an individual or Club associated with JS is subject to allegations of unlawful discrimination in a court or tribunal, JS will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.
30. As with all grievance and disciplinary procedures, the final point of appeal relating to this policy is contained within the JS Articles of Association.



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