

INCLUSION & EQUALITY POLICY

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The Welsh Judo Association (WJA) recognises the importance of equality within Welsh Judo and is committed to help ensure the access to Judo across Wales for anyone, regardless of individual circumstance or background.

As part of this commitment, the WJA is working towards achieving the Sports Equality Standard - a framework and vehicle for widening access and increasing participation in sport from underrepresented groups. Through the involvement of employees, board members and member clubs, the WJA gained foundation level in 2013.

The Equality Standard exists to ensure that opportunities within sporting organisations and sport in Wales will be accessible to all, regardless of race, gender, disability, sexual orientation, religious or political belief, age or social background. The Standard ensures sports organisations are able to plan, develop and achieve equality in their sport and organisation, as well evaluate their progress and ensure the process of improvement is a continuous one.

Commitment to Equality

The Welsh Judo Association will not tolerate discrimination, either directly or indirectly, on the grounds of race, special needs, including learning and physical disabilities, class or social background, religion, sexual orientation, ethnic or national origins, gender, marital status, pregnancy, age, colour or political persuasion.

The Welsh Judo Association will take positive action to eliminate individual and institutional discrimination (the ways in which services like ours can fail to respond appropriately to people from different backgrounds because we may not have taken their needs into account when developing and delivering our services); to comply with its statutory and legislative obligations; to meet the needs of its staff and partners and to make equality and equal treatment a core issue in the development, delivery and refinement of its policies, initiatives and services and in the way it manages its staff. Equity will be considered at the outset of all new Welsh Judo Association policies, programs and funding decisions.

The Welsh Judo Association is fully committed to the principles of equality of opportunity and is responsible for ensuring that no member, volunteer, coach, employee or job applicant of the Association, and its constituent parts, receives less favorable treatment on the grounds of a gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, social status, sexual orientation or political belief. The Welsh Judo Association will ensure that everyone who wishes has an equal opportunity to participate in all disciplines of 'Judo' at all levels and in all roles, whether as a participant, coach, manager, volunteer or official in the sport or as an employee within The Welsh Judo Association and its constituent parts.