

World Ju-Jitsu Federation Wigan

Club Equality Policy Statement

The World Ju-Jitsu Federation Wigan (here in known as “The Club”) is committed to treat everyone equally within the context of their activity, regardless of sex, ethnic origin, religion, disability, age, sexual orientation, or political persuasion.

The Club will ensure that equity as stated in the club rules is incorporated in all aspects of its activities and recognises and adopts the Sport England definition of Sports Equity:

Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, gender, race, ethnicity, sexuality, or socio-economic status.

The Club is committed to everyone having the right to enjoy their sport in an environment free from threat of discrimination, intimidation, harassment, and abuse.

All Club members have a responsibility to challenge discriminatory behaviour and promote equality of opportunity.

The Club will deal with any incidence of discriminatory behaviour seriously, according to The World Ju-Jitsu Federation’s disciplinary procedures.

Benefits of Sports Equity

- Opens sport to all sectors of the community.
- Attracts new members’ Positive public image.
- More revenue
- More potential administrators, leaders, coaches, participants
- Supports Funding applications.
- Attracts new partnerships.

Equal Opportunity in Ju-Jitsu

‘Equal Opportunity is about celebrating difference and diversity and as such providing a Ju-Jitsu structure that can respond to this in a proactive and positive manner’.

The club is totally committed to the principals and practice of equal opportunities across all its disciplines, both as a provider and as facilitator of such practices by all its members.

In our work with key partners, such as the students, clubs, teachers, coaches, officials, and administrators, we will advocate our policies make every effort to ensure that all participation has equity at its core.

Ju-Jitsu is a 'sport for all'. It can and should be enjoyed and made accessible to everyone and to achieve this:

- The club is committed to work towards ensuring that Ju-Jitsu is accessible to the many rather than the few.
- The club recognizes the need to acknowledge the diversity of provision that is required to ensure that all people, regardless of their race, sex/gender, disability, age, sexual orientation, or economic background can access Ju-Jitsu and develop at a level which is appropriate to them.
- The club recognizes the need to celebrate differences and diversity of provision as a means of creating entitlement and accessibility to our structures.
- The club recognizes that equal opportunity is about recognizing that people are different and therefore require different provision.
- The club recognizes the need to consult widely to respond to diversity.

Addressing Equal Opportunities

- In addressing equal opportunities, the club will respond to issues of equity by:
- Recognising that Ju-Jitsu as an organisation – our staff, students, coaches, teachers, officials, and administrators need to adapt and work flexibly to respond to the needs of a wide and diverse range of people.
- Take positive action to increase the involvement from underrepresented groups in all aspects of our organisation, participation, coaching, teaching, officialdom etc.
- In doing so the club supports four key principals as being fundamental to ensuring that everyone can participate in our sport and the achievement of equality of opportunity:
- **Entitlement:** People have a right to participate in and access quality and appropriate experiences within Ju-Jitsu.
- **Accessibility:** It is the responsibility of the club – our teachers, coaches, officials, and administrators – to adapt provision to fit the needs of the many.
- **Inclusion:** Wherever and whenever possible, all to access the same quality of provision, and if necessary, to use positive action to ensure this:
- **Integrity:** Whatever we do as a club to change or adopt provision, it must be of equal worth, challenging, relevant and in no way Patronising.

Lines of Responsibility

The club will strive to become an organisation that values diversity and in order to achieve this we recognise that there must be clear lines of responsibility between all segments of the organisation.

The club as a Membership Organisation

The club is committed to encouraging membership from all sectors of the community. To achieve this, we undertake to:

- Promote an open and honest culture that values diversity.
- Communicate widely, ensuring that our messages can be understood and appreciated by all.
- Positively encourage the involvement of all people, regardless of their gender, race, disability, age, and social background.
- Work to redress the effects of discrimination.
- Change attitudes and working practices to ensure that everyone can feel a valued member of the club.

Coaches

In our training and development of Coaches, we will strive to ensure that they:

- Establish and implement professional and ethical values and practice.
- Promote and apply the principals and practices of equal opportunities.
- Have a commitment to providing entitlement and access to all their professional activities.
- Encourage high expectations and standards of achievement from all they teach.
- Involve everyone in meaningful and appropriate activity to ensure a quality experience.
- Help everyone to achieve their full potential.

Officials and Administrators

In our involvement of officials and administrators we will expect them to:

- Adopt, promote, and practice the values of the club.
- Ensure that participation can be enjoyed by all.
- Provide meaningful and appropriate experiences, which recognise and value the diversity of the participants.
- Actively encourage the participation and involvement of people from disadvantaged groups of the community.