

# British Judo's Diversity and Inclusion Strategy 2022 – 2026

## Introduction

The British Judo Association (BJA) is the National Governing Body for the Olympic and Paralympic sport of Judo in Great Britain. It was established in 1948 and was incorporated as a company, limited by guarantee in 1988. It is recognised by UK Sport, Sport England, Sport Wales, Sport Northern Ireland, Sport Scotland, the British Olympic Association and the Sport and Recreation Alliance. The BJA is also a member of the International Judo Federation, European Judo Union, The Judo Confederation of the European Union, Commonwealth Judo Association and the Commonwealth Games Federation.

The BJA is a membership organisation and has expanded its network of clubs, qualified coaches and individual members throughout Britain providing access to the sport in England, Northern Ireland, Scotland and Wales. British Judo's history is built on diversity. Within this, there have been participants from enormously varied backgrounds who have contributed to the sport in many ways. As the sport has developed in the modern era, alongside societal changes, we strive to ensure that British Judo represents the modern British Society across leadership, organisation and within opportunities for participation and success.

**Our vision:** A united judo community renowned for excellence and recognised for podium success

**Our mission:** Maximise contribution of judo to British society by providing easy access to safe and inspiring clubs, centered on judo values

## What is diversity and inclusion and why do they matter?

Diversity covers a broad range of human differences, including (but not limited to); race, ethnicity, sex, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin and political beliefs. Inclusion is involvement and empowerment, where the inherent worth and dignity of all people is recognised. An inclusive sport promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds and way of living for its participants, organisers, spectators and leadership. Within sport there are many examples in history where inclusion has been pivotal to success, which is why it is important to recognise that making an impact in this area is a long-term commitment, across all areas of the sport, to thrive from grass-roots participation to also achieve World, Olympic and Paralympic success.

## Values

### **Respect, Friendship, Courtesy, Honour, Modesty, Self-Control, Courage and Honesty.**

**Respect:** Respect is the appreciation of others (and self-respect is appreciation of yourself).

**Friendship:** Being a good companion and friend is something that will stand you in good stead all your life.

**Courtesy:** To be kind, polite and to give generously without expecting anything in return.

**Honour:** To do what is right and stand by your principles and be someone who acts nobly and correctly.

**Modesty:** We operate without ego in our actions and thoughts. Being modest is the opposite of being arrogant.

**Self – Control:** We understand our emotions, even in difficult situations or when there are conflicts with our desires.

**Courage:** We face difficulties with bravery. Everyone has their own difficulties and being courageous is different for each judoka.

**Honesty:** We do things that are morally correct and act truthfully, this is honesty.

## Priorities and Proposal

### **British Judo's Diversity Statement:**

"The sport of judo is open to everyone and British Judo prides itself on being a welcoming, inclusive community both on and off the mat. Celebrating differences, respecting and being sensitive to others without causing harm, is central to our values. The only thing that defines us in judo is the colour of our belts"

### **The Diversity and Inclusion Advisory Group & Diversity and Inclusion Steering Group**

In 2020 an advisory group was formed from members of the British Judo community to focus on Equality, Diversity and Inclusion. The group is made up of people across the sport who bring personal and professional expertise, lived experience and who share a passion for the sport to grow and thrive on a foundation of diversity and inclusion. It is an advisory group, chaired by a Board member, with no executive or decision-making function.

In 2022 an internal steering group was formed with representatives from all areas of the business including Home Nations. The empowered representatives were invited to input and collaborate on greater and celebrated inclusion across the Association and sport. It is this steering group which will drive forward the projects and changes required from grassroots to executive leadership and every level in between, via the Diversity and Inclusion Action Plan.

## Priorities and Proposal (Action Plan)

### About the Action Plan (which will be launched in 2023)

The Diversity and Inclusion Action Plan highlights areas it believes can, and should, be addressed to promote greater inclusion in British Judo. It aims to build on the core values, principles and ideas, allowing everyone in the sport to understand their role in supporting existing initiatives and progressing new ideas. British Judo is one sport, and we should address the issues of diversity and inclusion as 'one team' as it is the only way the sport will be able to recognise issues and implement necessary changes. The Action Plan is a working document and will be updated constantly. Annual updates will be announced to celebrate the achievements of the previous year and highlight targets for the coming year.

#### The priorities will be focused on:

**Inclusion being leadership driven:** To have a confident, trained leadership in British Judo who practice inclusion at every level of business.

**Representation:** To have a sport which reflects all areas of society in the United Kingdom which is fully accessible, inclusive and welcoming. A sport where participants, coaches, officials and supporters can feel safe, welcome and can enjoy their experience in judo and be their true self.

**Policies:** To have policies which underpin our sport and its business which are inclusive and accessible and support the further development of increasing diversity across all areas of the sport.

**Communications:** Having a fully accessible website and a wide range of methods of communicating with the judo community to ensure all individual needs are catered for. Ensuring all publications are truly representative of the wider judo community.

**Learning and Development:** All members of the judo community are trained and educated in diversity & Inclusion to improve their personal journey, practice and interactions with others.

#### Conclusion

As the first publication from the Diversity and Inclusion Steering Group we hope this strategy and action plan provokes debate and generates further ideas from all areas of the sport. We acknowledge that this strategy and action plan may not have raised or discussed every relevant issue within our sport nor that we will be able to provide all the answers. That is for all of us to do collectively across the British Judo Community. The British Judo Diversity and Inclusion Advisory and Steering Groups will now begin work on implementing the priorities and proposals in the action plan and will update the community annually.

#### Contact

We welcome all thoughts and ideas on diversity and inclusion in British Judo. If you would like to contact the Diversity and Inclusion Advisory Group please contact Head of Inclusion, Safeguarding and Wellbeing  
Sami.smithson@britishjudo.org.uk or safeguarding@britishjudo.org.uk

**Thanks for reading!**