

Overview of BJA D&I Structure & Responsibilities

1. Our commitment

CHIEF EXECUTIVE'S WELCOME

This Action Plan is a strategic initiative required to create, promote, and sustain BJA outline of its commitment to equality, diversity and inclusion. It involves identifying barriers that prevent individuals from diverse backgrounds and lived experiences fully participating in Judo and fulfilling their potential in the sport.

The aim of this plan is to create an environment where everyone in our sport is valued, respected, and included, regardless of their own identity and characteristics. I as CEO fully endorse and support the plan.

Andrew Scoular, CEO

BOARD CHAMPION LEAD STATEMENT

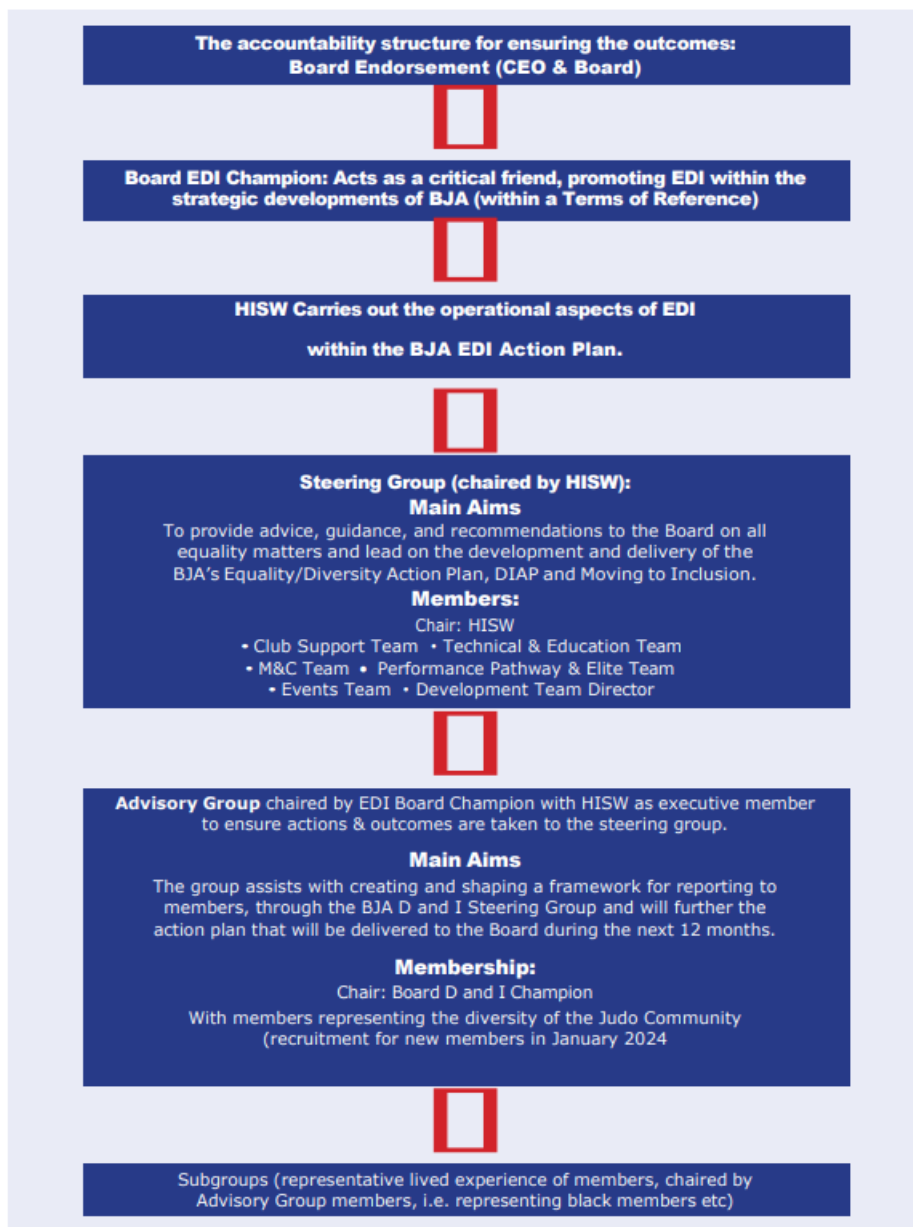
As a board champion lead, I am committed to fostering a workplace environment and culture that values and celebrates diversity in all its forms within British Judo.

Equity, Diversity, and Inclusion should be at the heart of everything we do, including the senior management and performance coaching structures. We currently do not reflect the wider communities we offer services too. If we truly want to be inclusive and influence change, we need to make it our priority to ensure we develop a diverse talent pool of future leaders/managers.

I am dedicated to promoting equality of opportunity for within British Judo.

Paul Ajala

2. BJA D&I Process; ‘the golden thread’



From BJA DIAP: [MON12 BJA DIAP DRAFT PROOF.pdf \(britishjudo.org.uk\)](#)

3. The D&I Structure in BJA

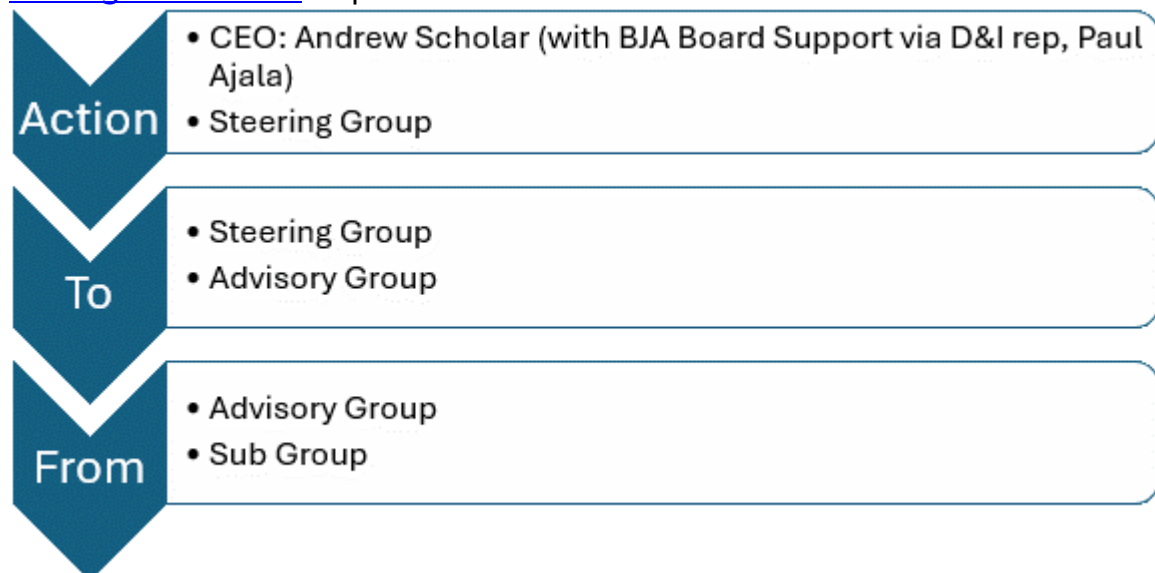
Equality, Diversity and Inclusion Advisory Group

The British Judo Association launched its Equality, Diversity, and Inclusion Steering Group (now called the D&I Advisory Group) in October 2020 and recruited exceptional members of the British Judo community to help improve and shape inclusion within our sport.

Chaired by Board member Paul Ajala and supported by the BJA's Head of Inclusion, Safeguarding & Wellbeing- HISW, as an executive member (Andrew Bowly), the group focusses on; raising awareness, developing training opportunities for the judo community, and developing action plan to support British Judo's commitment to diversity and inclusion.

Several smaller support and focus/sub groups have also been formed targeting areas such as LGBT+, women & girls' recruitment and retention, adaptive judo etc These sub-groups are led by members of the advisory group and welcome members of the wider judo community to be included in shaping the future as well as receiving support should they need it.

In addition, the BJA has developed a D&I Steering Group (comprised of Senior Leadership Team and chaired by Andrew Bowly, HISW). The group oversees the DIAP [Revised Code for Sports Governance published | Sport England](#) (Diversity Inclusion Action Plan) and Moving to Inclusion [Home – Moving to Inclusion](#) requirements for BJA.



Within this Golden Thread, the workforce (clubs, members & volunteers) is at the focus of the DIAP, 'driving change through the Inclusive Eco System) The arrows indicate a 'bottom (members/clubs) to up (board)' led model of making the BJA more inclusive.

D&I Steering Group TOR & Membership:
Main Aims

To provide advice, guidance, and recommendations to the Board on all equality matters and lead on the development and delivery of the BJA's Equality/Diversity Action Plan, DIAP and Moving to Inclusion.

Terms of Reference

1. Provide advice and support on the Equality Action Plan and DIAP, and the likely impact it may have on specific underrepresented groups and stakeholders under the BJA's jurisdiction.
2. Review performance and equality data to proactively deliver equal opportunities in all areas of the BJA's work including playing, coaching, refereeing and administration.
3. Advise on specific interventions to increase participation by the whole community to address gaps in provision and grow Judo as a whole.
4. Ensure that the work of the BJA is addressing the needs of all of its communities and stakeholders.
5. Ensure that the BJA is operating in a fair and accountable way with regards to equality.
6. Be a vehicle for increase representation of traditionally underrepresented groups.
7. Monitor and review the impact of BJA's work as a whole in relation to equality.

Act as an ambassador for Judo and help promote inclusion within Judo across the UK

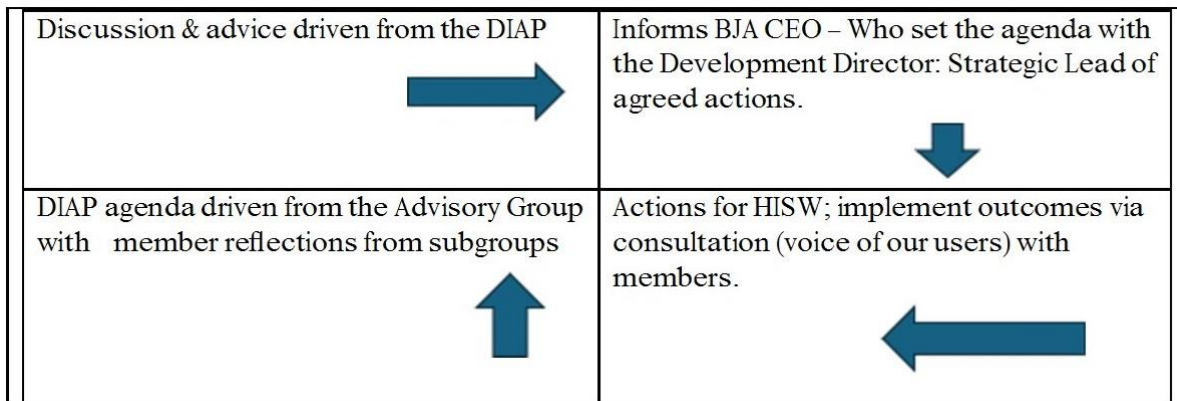
Members:

Chair: Andrew Bowly HISW

- Maddie Thompson (Club Support Team)
- Joyce Heron (Technical & Education Team)
- New member to be identified (M&C Team)
- Tim Ellis (Performance Pathway & Elite Team)
- Natasha Maslen (Events Team)
- Karen Roberts (Development Team Director)
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Eco System in action for BJA DIAP:

The arrows indicate a 'bottom (members/clubs) to up (board)' led model. Steering Group as the driver for the Golden Thread by acting as the conduit between operational and strategic application our DIAP.



4. Terms of Reference: BJA Working Groups

a. D&I Advisory Group

The British Judo Association, its employees, volunteers and members are committed to welcoming, valuing and celebrating participants, supporters and enablers from a wide range of backgrounds. We endeavour to build a community where everyone can thrive regardless of race, ethnicity, social background, religion, sex, gender identity, disability, national origin, maternity, paternity or marital status and sexual orientation.

Advisory Group Purpose

- Provide expert advice and information on the (perceived and actual) barriers and challenges to participation experienced by specific groups and communities
- Help to identify key priority areas for British Judo's diversity and inclusion work
- Provide support and guidance to British Judo on how to engage specific individuals, groups and communities in its work, including in consultation, campaigns and outreach activities
- Monitor and review British Judo's progress through its diversity and inclusion strategy
- Help to promote British Judo's diversity and inclusion work
- Act as champions for British Judo's diversity and inclusion work

Advisory Group Membership Information

- Membership is made up of community members with the support of specific British Judo representatives
- Length of tenure for each Group member, including Chair, is between two and four years. Members are encouraged to advertise the work of the advisory group around the judo community in order to encourage new membership.
- Meetings will take place on a bi-monthly basis, with all members required to attend every six months.
- Sub-groups are encouraged to meet regularly
- Members may be co-opted on as required, to work on specific issues
- Advisory Group will report through the Chair to the Inclusion Steering Group and via the senior leadership and board as appropriate

- Reasonable travel expenses may be reimbursed to members where necessary

b. D&I Steering Group

Introduction

The purpose of this Terms of Reference (ToR) is to provide a clear understanding of the role of the **BJA D&I Steering Group**

Scope

This ToR applies to the **BJA D&I Steering Group**

Terms of Reference

The role of the **BJA D&I Steering Group** will be:

Aim:

To provide advice, guidance, and recommendations to the Board on all equality matters and lead on the development and delivery of the BJA's Equality/Diversity Action Plan, DIAP and Moving to Inclusion.

Purpose:

1. Provide advice and support on the Equality Action Plan and DIAP, and the likely impact it may have on specific underrepresented groups and stakeholders under the BJA's jurisdiction.
2. Review performance and equality data to proactively deliver equal opportunities in all areas of the BJA's work including playing, coaching, refereeing and administration.
3. Advise on specific interventions to increase participation by the whole community to address gaps in provision and grow Judo as a whole.
4. Ensure that the work of the BJA is addressing the needs of all of its communities and stakeholders.
5. Ensure that the BJA is operating in a fair and accountable way with regards to equality.
6. Be a vehicle for increase representation of traditionally underrepresented groups.
7. Monitor and review the impact of BJA's work in relation to equality.
8. Act as an ambassador for Judo and help promote inclusion within Judo across the UK.

Members:

Departmental representatives from the BJA.

It will also provide the BJA HISW Head of Inclusion, Safeguarding & Wellbeing) with a 'critical friend' in D&I (Diversity & Inclusion) discussion

and planning to ensure consistent and joined up thinking on how BJA operates with its MH&W practice.

The members of the group with instrumental in:

- Supporting the BJA to maintain the D&I standards and embedding good practice.
- Driving the development and implementation of the BJA D&I Strategy and Action Plan.
- Ensuring D&I is embedded within the work, discussions, and decisions of the BJA.
- Promoting the importance of developing a culture of listening to staff & members on D&I matters within and through BJA policies, procedures, and services.
- Providing support, check and challenge to the BJA HISW lead through regular quarterly meetings and discussions.
- Promoting D&I at a strategic level to the wider network.

The group will in addition:

- Feedback to BJA Teams, SLT, D&I Members Advisory Group & Board if any concerns are identified re BJA D&I practices.
- Be a point of contact for the HISW regarding D&I developments within the BJA.
- Be informed of any D&I cases for critical reflection & learning for the BJA.
- Review BJA D&I policies, procedural guidance, and resources - with the group being used as a check and balance forum for quality assurance.

NB: both ToR were signed off at the April 2024 Board meeting and shared with the D&I Board Lead.

5. Board D&I Lead

Introduction

The purpose of this Terms of Reference (ToR) is to provide a clear understanding of the role of the EDI Lead on the BJA Board.

Scope

This ToR applies to the present Equality, Diversity & Inclusion (EDI) Lead on the Board.

Terms of Reference:

The Board EDI Lead is a requirement of Sport England, including best practice in NGBs Diversity & Inclusion Action Plan Revised Code for Sports Governance published | Sport England and the Home - Moving to Inclusion Framework

The role of Board EDI Lead is to be responsible for informing EDI discussion and planning within Board meetings, to ensure the Board prioritise these discussions and resource appropriately. They're the link between the BJA Head of Safeguarding, Inclusion & Wellbeing (HISW) and the Board.

The person in this role should understand their BJA EDI structure and procedures as well as having strategic insight into Diversity and Inclusion issues. This role includes:

- Supporting the BJA to maintain the EDI standards and embedding good practice.
- Driving the development and implementation of the BJA DIAP and EDI action plan.
- Ensuring EDI is embedded within the work, discussions, and decisions of the Board.
- Promoting the importance of developing a culture of listening to young people within and through BJA policies, procedures, and services.
- Providing support, check and challenge to the BJA HISW through regular meetings and discussions.
- Promoting EDI at a strategic level to the wider network.

The person will in addition:

- Attend Board meetings.
- Be a point of contact for the HISW regarding EDI developments within the BJA.
- Be informed of any EDI cases (regard to investigations leading to suspensions and/or expulsions from the BJA);
- Report on any EDI matters that have an impact on the BJA reputation and risk register
- Engage annual Board training.
- Be the identified BJA EDI Advisory Group Lead.

NB: signed off by BJA Board in February 2024

Andrew Bowly

Head of Inclusion, Safeguarding & Wellbeing

28th June 2024