



## International Judo Federation Gender Equity Commission

### National Federation Projects

Please inform us about any gender equity or gender equality projects that you organise as a National Federation or in partnership with other organisations.

We would like to share them with other National Federations on the Gender Equity Commission page of our website alongside our gender equity strategy document that we have recently published: <https://www.ijf.org/ijf/documents/21>

Our commission members can be found here: <https://www.ijf.org/ijf/commissions/16>

(Please write in *English, French or Spanish*)

<b>Name of National Federation:</b>	British Judo Association (BJA)
<b>Title of Project:</b>	Diversity Action Plan (2017-2021) - Sports Governance
<b>Main aim of Project:</b>	<b>Sports Governance</b> <b>Main aims:</b> <ol style="list-style-type: none"><li>1. Recruitment (Board) - British Judo will provide every opportunity to attract a diverse range of candidates as possible.</li><li>2. Engagement - Ensuring that your organisation's commitment to diversity is communicated through internal practices and externally.</li><li>3. Progressing Talent from Within - A focus on developing a strong internal pipeline of diverse talent to populate decision making and other structures.</li></ol>
<b>Website of Project:</b>	<a href="https://www.britishjudo.org.uk/diversityaction">https://www.britishjudo.org.uk/diversityaction</a>
<b>Brief summary of Project:</b> Include any data, highlights, success stories etc.	<b>Recruitment</b> <b>Objective:</b> Embed good diversity and inclusion practice into our recruitment activities and decision-making processes. <b>Priorities:</b> <ul style="list-style-type: none"><li>• Short Term - Review and amend where necessary all recruitment policies; Board and staff training programmes</li><li>• Medium-Term - Review BJA Diversity Data; Recruit one more Director to ensure diversity.</li><li>• Long Term - Ensure that the Boards has achieved the recommended diversity outcomes; Review Diversity Action Plan.</li></ul> <b>Where are we:</b> <ul style="list-style-type: none"><li>• Policies amended in line with Diversity and directors aware of the policy and implementing it.</li></ul>



- BJA Diversity Data has been reviewed and actively seeking to recruit one BAME\* Director. The gender split is almost achieved (27.7%).
- Action plan created and is used to monitor progress and ensure that the Diversity Action Plan remains on track.
- See website link above to document for more detail - <https://www.britishjudo.org.uk/diversityactionplan>

\* Black, Asian, Ethnic Minority

#### **Engagement**

##### **Objective:**

To ensure that Membership and all Stakeholders are aware of BJA Diversity.

##### **Priorities:**

- Short Term - Promote policies and statement on BJA Diversity
- Medium Term - Train Board of Directors and Commission Members on Diversity
- Long Term - Cascade diversity training and implement action down to Areas

##### **Where are we:**

- Board of Directors Received training on Diversity
- Policies and statement on BJA diversity have been promoted on the BJA website.
- Diversity statement embedded into all Committee Terms of References - of all Commissions.
- We continue to monitor that all Directors, Staff and Members are aware and implement the Diversity Plans within their areas of activity.

#### **Progressing Talent from Within**

##### **Objective:**

A focus on developing a strong Internal pipeline of diverse talent to populate decision-making and other structures.

##### **Priorities:**

- Short Term - Commission Member appointments In line with the Equality & Diversity Policy.
- Medium Term - Develop a Diversity Training Programme for areas to adopt that will encourage people to apply DAP.
- Long Term - All new Board Members have been trained in Equality and Diversity before joining the Board.



	<p><b>Where are we:</b></p> <ul style="list-style-type: none"> <li>• Board (12 members) - 27.7% female representation on the board with the target of the gender split to ensure a stronger diversity representation on the Board - original 30.0% target was set. In 2004 there were 9 Board Members with 1 female member. In 2009, there were 12 Board Members with no female representation.</li> </ul> <p>Work still to be done on Diversity Training Programme with the BJA Areas who are currently going through a Governance Review.</p> <p>Training completed for current Board members and this will be on-going.</p> <ul style="list-style-type: none"> <li>• Council (22 members) - 18.2% (4) female representation on the council with the target of gender split and only 4.5% (1) member from Black, Asian and Minority Ethnic groups represented. Target 30% for gender split, however, BJA membership is 74% and 26%, male and female split, respectively.</li> <li>• Commissions - Example, National Competition Technical Official Committee (NCTOC) 62.5% (8 members) 5 female members and 3 male. However, minority groups not represented currently in many of the other committees and there is still work to be done here.</li> <li>• Area Chairperson (s) - Within Judo England Commission there are currently 8 Area Chairs of which 2 are female, therefore a 25% female representation.</li> </ul>
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<p><b>Is the project only the NF or in collaboration with other organisations? If yes, please include their names:</b></p>	<p>UK Sport Sport England</p>