Universal Judo Academies

Equal Opportunities and Diversity Policy

10/09/2026

1. Policy Statement

Universal Judo Academies (“the Club”) is committed to achieving a club environment which provides equality of opportunity and freedom from unlawful discrimination on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. This Policy aims to remove unfair and discriminatory practices within the Club and to encourage full contribution from its diverse community. The Club is committed to actively opposing all forms of discrimination.

The Club also aims to provide a service that does not discriminate against its clients and customers in the means by which they can access the services and goods supplied by the Club. The Club believes that all employees and clients are entitled to be treated with respect and dignity.

Any and all personal data used in connection with this Policy shall be collected, held, and processed in accordance with the Club’s Data Protection Policy.

2. Objectives of this Policy

2.1 To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.

2.2 To ensure that recruitment, promotion, training, development, assessment, teaching, gradings and other martial arts activities are completed on the basis of capability, qualifications and attainment.

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3. Designated Officer

Name:	James Thompson
Position:	Lead Instructor
Telephone Number	07546944757

4. Definition of Discrimination

Discrimination is unequal or differential treatment which leads to one person being treated more or less favourably than others are, or would be, treated in the same or similar circumstances on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation. Discrimination may be direct or indirect, and includes discrimination by perception and association.

5. Types of Discrimination

5.1 Direct Discrimination

This occurs when a person or a policy intentionally treats a person less favourably than another on the grounds of race, sex, pregnancy and maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

5.2 Indirect Discrimination

This is the application of a policy, criterion or practice which the club applies to all students or clients but which is such that:

- It is it detrimental to a considerably larger proportion of people from the group that the person the club is applying it to represents;
- The club cannot justify the need for the application of the policy on a neutral basis; and
- The person to whom the club is applying it suffers detriment from the application of

the policy.

Example: A requirement that all 1st Dan promotions must be 6ft tall if that requirement is not justified by the technical or physical requirements of the style would indirectly discriminate against students with an oriental ethnic origin, as they are less likely to be able to fulfil this requirement.

5.3 Harassment

This occurs when a person is subjected to unwanted conduct that has the purpose or effect of violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment.

5.4 Victimisation

This occurs when a person is treated less favourably because they have bought or intend to bring proceedings or they have given or intend to give evidence.

6. Unlawful Reasons for Discrimination

6.1 Sex

It is not permissible to treat a person less favourably on the grounds of sex, marital status, civil partnership, pregnancy or maternity, gender reassignment or transgender status. This applies to men, women and those undergoing or intending to undergo gender reassignment. Sexual harassment of men and women can be found to constitute sex discrimination.

6.2 Age

It is not permissible to treat a person less favourably because of their age. This applies to people of all ages.

6.3 Disability

It is not permissible to treat a disabled person less favourably than a non-disabled person. Reasonable adjustments must be made to give the disabled person as much access to any services and classes, including the opportunity to grade or to be promoted as a non-disabled person or with such reasonable adaptions to provide parity.

6.4 Race

It is not permissible to treat a person less favourably because of their race, the colour of their skin, their nationality or their ethnic origin.

6.5 Sexual Orientation

It is not permissible to treat a person less favourably because of their sexual orientation. For example, a club cannot refuse to teach a person because s/he is homosexual, heterosexual or bisexual.

6.6 Religion or Belief

It is not permissible to treat a person less favourably because of their religious beliefs or their religion or their lack of any religion or belief.

7. Reasonable Adjustments

The Club has a duty to make reasonable adjustments to facilitate the teaching of a disabled person. If a student has a disability and feels that any such adjustments could be made by The Club, they should contact the Designated Officer.

8. Responsibility for the Implementation of this Policy

All instructors, assistant instructors and volunteers of The Club are required to act in a way that does not subject any other students, volunteers or instructors to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

The co-operation of all students and instructors is essential for the success of this Policy. Senior belts are expected to follow this Policy and to try to ensure that all lower grades, volunteers and starters do the same.

Students and clients may be held independently and individually liable for their discriminatory acts by The Club and in some circumstances their right to train may be revoked.

The Club takes responsibility for achieving the objectives of this Policy, and endeavours to ensure compliance with relevant Legislation and Codes of Practice.

9. Acting on Discriminatory Behaviour

In the event that a student is the subject or perpetrator of, or witness to, discriminatory behaviour, please refer to the Club Equality Officer.

10. Advice and Support on Discrimination

Students may contact their club or association if access to such an individual is possible.

Other contacts include:

Equality and Human Rights Commission
Manchester
Arndale House
The Arndale Centre
Manchester
M4 3AQ

London
Fleetbank House
2-6 Salisbury Square
London
EC4Y 8JX

Cardiff
Block 1, Spur D, Government Buildings
St Agnes Road
Gabalfa
Cardiff
CF14 4YJ

Glasgow
151 West George Street
Glasgow
G2 2JJ

Helpline Telephone Number:
Phone: 0808 800 0082
Textphone: 0808 800 0084

Website: www.equalityhumanrights.com

Citizens Advice Bureau
3rd Floor North
200 Aldersgate Street
London
EC1A 4HD

Website: www.citizensadvice.org.uk

Community Legal Services Direct

Telephone: 0845 345 4 345

Website: www.clsdirect.uk

11. The Extent of the Policy

11.1 The Club reserves the right to amend and update this Policy at any time.

This policy has been approved & authorised by:

Name:	James Thompson
Position:	Lead Instructor
Date:	10/09/2026
Signature:	James Thompson