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### Faber Jiu Jitsu Equality Policy

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## **1. Introduction**

Faber Jiu Jitsu is committed to equal opportunities for all staff and members. Faber Jiu Jitsu will ensure that all members, staff and volunteers are treated fairly and with respect by providing access to opportunities for all members of the community to take part in and enjoy the art of jiu jitsu. All members and staff of Faber Jiu Jitsu can be assured of an environment in which their rights, dignity and individual worth are respected, and that they are able to enjoy jiu jitsu without fear of intimidation, victimisation, harassment or abuse.

Our Equality Policy sets out our commitment and ambitions for Faber Jiu Jitsu. We will work with stakeholders, member organisations and members to ensure we achieve our commitment to a truly inclusive environment for the sport of Jiu Jitsu.

## **2. Statement**

Faber Jiu Jitsu is an equal opportunities members club committed to confronting and eliminating discrimination whether by age, race, colour or nationality, ethnicity or national origins, sex, gender reassignment, sexual orientation, disability, religion or belief, pregnancy or maternity. All members of Faber Jiu Jitsu shall be bound by the same commitment.

Equal opportunities means we do not permit any unlawful discrimination of any kind or in any way treat anyone less favourable on grounds of age, race, colour or nationality, ethnicity or national origins, sex, gender reassignment, sexual orientation, disability, religion or belief, pregnancy or maternity.

- The advertisement of jobs.
- The selection of candidates for employment or promotion.
- Job location or working environment.
- Pay and employment terms and conditions.
- The granting of membership.
- The promotion of students.
- Internal training and development activities.
- External coaching and education activities and awards.
- Selection for representative teams.

It is the aim of Faber Jiu Jitsu to provide all its services in a way that is fair to everyone this includes any provision of services not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.



### **3. Guidance and Legislation**

In pursuance with this policy Faber Jiu Jitsu and/or its members may take special measures/positive action in favour of any group that is currently underrepresented in its memberships or workforce. In this it will take into account the following legislation and guidance:

- Equality Act 2010
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986 and 1999
- Race Relations Act 1976 and 2000
- Disability and Discriminations Act 1995
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998

### **4. Protected Characteristics**

The Equality Act 2010 identifies and defines certain characteristics in which it is against the law to discriminate against. These are called Protected characteristics.

#### **Age**

A person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds).

#### **Disability**

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

#### **Gender Reassignment**

The process of transitioning from one sex to another.

#### **Marriage and Civil Partnership**

Marriage is a union between a man and a woman or between a same-sex couple.



Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).

### **Pregnancy and Maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

### **Race**

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

### **Religion and Belief**

Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

### **Sex**

A man or a woman.

### **Sexual orientation**

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

## **5. What is Discrimination?**

Discrimination occurs in different ways, some more obvious than others. Discrimination on the grounds of any of the Protected Characteristics is prohibited by law, even if unintentional, unless a particular exception applies.

**Direct Discrimination-** Refers to less favourable treatment because of one of the Protected Characteristics. Examples would include refusing a woman the role of instructor because you believe that women do not teach as good as men or restricting the age of a member to under 40 because you want to have a young a dynamic jiu jitsu team.

Direct discrimination can arise in some cases where the person complaining does not possess the Protected Characteristic but is perceived to have it or associates with other people who



do. For example, when a person is less favourably treated because they are (wrongly) believed to be homosexual or because they have a spouse who is Muslim.

**Indirect Discrimination-** Refers to when an employer applies an apparently neutral provision, criterion or practice which in fact puts individuals with a Protected Characteristic at a disadvantage, statistically, and this is unjustified. Example would be a requirement for job candidates to have ten years' experience in a particular role, since this will be hard for young people to satisfy. This kind of discrimination is unlawful unless it is a proportionate means of achieving an legitimate aim.

**Victimisation-** means treating a person less favourable because they have made a complaint of discrimination or have provided information in connection with a complaint.

**Harassment-** is defined as unwanted conduct related to a relevant Protected Characteristic (within the Equality Act 2010) which has the effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Unlawful harassment may involve conduct of a sexual nature, or it may be related to age, race, colour or nationality, ethnicity or national origins, sex, gender reassignment, sexual orientation, disability, religion or belief, pregnancy or maternity.

Harassment can arise in a situation where the complaining person does not possess a Protected Characteristic but is perceived to have it. For example, when a person is harassed based on the (wrong) assumption that someone is believed to be homosexual or associates with people who possess a Protected Characteristic, for example because they have a spouse who is Muslim.

A person may be subject to harassment even if they were not the intended target. For example, a person may be harassed by a sexist joke about a different gender if it created an offensive environment for them to practice in.

Harassment may include:

- Use of insults or slurs based on a Protected Characteristic, or of a sexual nature or other verbal abuse or derogatory, offensive or stereotyping jokes or remarks.
- Physical or verbal abuse, threatening or intimidating behaviour because of a Protected Characteristic or behaviour of a sexual nature.
- Unwelcome physical contact including touching, hugging, kissing, pinching, patting, brushing past, invading personal space, pushing grabbing or other assaults.
- Mocking, mimicking or belittling a person's disability, appearance, accent or other personal characteristics.



- Unwelcome requests for sexual acts or favours, verbal sexual advances, vulgar, sexual, suggestive or explicit comments or behaviour.
- Repeated requests, either explicitly or implicitly, for dates.
- Repeated requests for social contact or after it has been made clear that requests are unwelcome.
- Comments about body parts or sexual preferences.
- Displaying or distributing offensive or explicit pictures, items or materials relating to a Protected Characteristic or of a sexual nature.
- Shunning or ostracising someone, for example, by deliberately excluding them from conversations or activities.
- 'Outing' or threatening to 'out' someone's sexual orientation.
- Explicit or implicit suggestions that employment status or progression is related to toleration of, or acquiescence to sexual advances, or other behaviour amounting to harassment.
- Racists, sexists, homophobic or ageist jokes, and stereotypical remarks about a particular ethnic or religious group or gender.
- Posters, graffiti, obscene gestures, flags and emblems.

Other important points to note regarding harassment:

- A single incident can amount to harassment.
- Behaviour that has continued for a long period without complaint can amount to harassment.
- It is not necessary for an individual to intend to harass someone for their behaviour to amount to harassment.
- It is not necessary for an individual to communicate that behaviour is unwelcome before it amounts to harassment.
- The onus is on each individual to be certain that their behaviour and conduct is appropriate and not unwanted and in the case of doubt, you must refrain from such conduct.

**Disability discrimination-** This could be direct or indirect discrimination and is any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments to alleviate disadvantages by a disability.



## **6. Employment**

Faber Jiu Jitsu will recruit and make any employment decisions concerning promotion, training, dismissal and related issues on the bases of objective criteria.

Managers involved in recruitment must:

- Specify only recruitment criteria that are relevant to the job, reflect genuine business needs and are proportionate. More than one person will be involved in shortlisting of applicants.
- Ensure vacancies are advertised to a diverse audience and try to avoid informal recruitment methods that exclude fair competition. In some cases, it may be legitimate and necessary to restrict recruitment to a particular role to certain groups, such as advertising to internal students only.
- Review job advertisements carefully to ensure that stereotyping is avoided and that particular groups are not unjustifiably discouraged from applying.
- Not ask applications about health or disability before a job offer is made (other than in exceptional circumstances). If necessary, a job can be expressed to be conditional upon satisfactory passing a medical check.
- Not ask applicants about any Protected Characteristic if the question may demonstrate an intention to discriminate. For example, current or future pregnancy.
- Not make assumptions about immigration status based on appearance, accent or apparent nationality.
- So far as reasonably practicable, keep a written record of their reasons for relevant decisions.

## **7. Discipline and Grievance Procedures**

Faber Jiu Jitsu takes any act of deliberate discrimination (includes bullying and harassment) very seriously and will take appropriate disciplinary action (including termination of membership and/or employment) against any employee/member who is found to have discriminated against any other person.

If you believe you have been the victim of discrimination, please see **Faber Jiu Jitsu Complaints and Disciplinary Policy** and follow the procedure.





Every member at Faber Jiu Jitsu has a responsibility to combat discrimination if they encounter it. Staff who observe or are aware of acts that they believe amount to discrimination directed at others are encouraged to report these to the **Head coach - Ben Robson**

Any grievance or report raised about discrimination will be kept confidential so far as this is practicable. It sometimes may be necessary to disclose the complaint or take action even if this is not in line with your wishes, but we will seek to protect you from victimisations and, if you wish, we will seek to protect your identity. You should be aware that disciplinary action may be impossible without your co-operation or if you refuse to allow relevant information to be disclosed.

If you make a complaint it may be necessary to ask you to not attend the club while investigations are being conducted and the matter is being dealt with through the appropriate procedure.

## **8. Monitoring, Evaluation and Implementation**

Faber Jiu Jitsu will regularly monitor and evaluate this policy, practices and procedures and will inform members/employees of their impact.

The Equality, Health and Safety and Safeguarding Officer is responsible for ensuring this policy is followed and for dealing with any potential or actual breaches.

All Faber Jiu Jitsu members and staff have responsibilities to respect, act in accordance with, and thereby support and promote the intentions of this policy.