



Equality, Diversity & Inclusion (EDI) Policy - Jersey Wado Ryu

Policy Statement

Jersey Wado Ryu is committed to providing an environment that is **inclusive, respectful, and free from discrimination**, where everyone is treated fairly and with dignity.

The club recognises that equality, diversity and inclusion are essential to:

- Safeguarding children and young people
- Ensuring fair access to sport
- Promoting wellbeing, respect and positive development
- Meeting Jersey Sport Safe & Sustainable Sport standards

This policy applies to **all members, instructors, volunteers, parents, carers and visitors**.

Our Commitment

Jersey Wado Ryu commits to:

- Promoting **equal opportunity** for all
- Valuing **diversity** and individual difference
- Creating an **inclusive culture** where everyone feels safe and respected
- Challenging and addressing discrimination, bullying or harassment
- Making reasonable adjustments to support participation where possible
- Embedding EDI into safeguarding, governance and day-to-day practice

EDI is not a standalone concept; it underpins how the club operates.

Scope of Equality & Diversity

The club will not tolerate discrimination on the basis of:

- Age
- Disability
- Gender or gender reassignment
- Race, nationality, ethnicity or colour
- Religion or belief
- Sex



- Sexual orientation
- Socio-economic background
- Any other characteristic protected under applicable law

This applies to:

- Membership
- Coaching and instruction
- Selection and grading
- Competitions and events
- Leadership and volunteering opportunities

Inclusion in Practice

Jersey Wado Ryu promotes inclusion by:

- Providing **age-appropriate and ability-appropriate coaching**
- Ensuring **children and young people are listened to and respected**
- Offering **multiple ways to raise concerns or feedback**, including anonymously
- Using clear codes of conduct for instructors, members and parents
- Making reasonable adjustments to support participation where feasible
- Creating a culture where differences are respected, not tolerated reluctantly

Safeguarding & EDI

The club recognises that **equality, diversity and inclusion are fundamental to safeguarding.**

In line with NSPCC guidance:

- Children who feel included are more likely to speak up
- Discrimination and exclusion increase safeguarding risk
- Listening to children's voices supports inclusion and safety

EDI principles are therefore embedded within:

- Safeguarding Policy
- Child & Young Person Voice mechanisms
- Codes of Conduct
- Disciplinary procedures



Roles & Responsibilities

Club Committee

- Uphold this policy
- Review EDI practice annually or as appropriate
- Take action where issues are identified

Safeguarding Lead

- Monitor EDI issues relating to children and young people
- Ensure concerns are handled appropriately
- Support inclusive practice

Instructors & Volunteers

- Treat all members fairly and respectfully
- Challenge inappropriate language or behaviour
- Promote inclusive training environments
- Report concerns promptly

Members & Parents

- Behave in line with club values and codes of conduct
- Respect diversity and inclusion expectations

Reporting & Complaints

Concerns relating to equality, discrimination or inclusion can be raised:

- Directly with an instructor
- With the Safeguarding Lead
- Via anonymous feedback mechanisms

All concerns will be:

- Taken seriously
- Handled sensitively
- Managed in line with safeguarding and disciplinary procedures

No one will be disadvantaged for raising a genuine concern.

Monitoring & Review

- EDI practice is reviewed **annually**
- Feedback from members and young people informs improvements



- The policy is updated in line with Jersey Sport guidance and safeguarding best practice

Policy Approval

Approved by: Jersey Wado Ryu Committee

Date: 15/01/2026

Next review: 15/01/2027