



Inclusion and Diversity Policy – Judo Assist Ireland

Our mission is to value the ability, individuality and cultural background of each child/adult with the opportunities to reach their full potential within our inclusive ethos/culture.

At Judo Assist Ireland we achieve care and inclusion in sport by continually reviewing an anti -bias approach that we implement and we also work in partnership with parents, families both individually through reflective practices and in consultation with children, parents and families in order to ensure that our clubs are fully inclusive to all children, families and agencies that attend and make use of our service.

Ethos of our service

At Judo Assist Ireland we ensure an inclusive culture by recognising that everyone is an individual and everyone has their own learning style. We believe that everyone is unique but that they also share many qualities and similarities therefore promoting, diversity and equality throughout our clubs and organisation. We aim to promote and nurture the identity of everyone attending our clubs and we ensure that their physical and emotional well-being is of paramount importance at all times. As children and families are the most knowledgeable about their background language culture, physical and developmental needs we ensure that families are consulted when developing and implementing policy.

Role of Inclusion Coordinator

The Inclusion Coordinator within our organisation is

We actively seek to support all students' participation that does not hinder or exclude individual person or groups of people. We aim to ensure that equality of opportunity is a reality for all the people attending our clubs. We use an athlete centred equality and diversity approach in order to create a positive and inclusive environment.

Policy Statement

At Judo Assist Ireland our core principles are to

- Work in partnership with students & parents
- Support members' ability/identity/cultural background and sense of belonging.
- Support members to become respectful of difference
- Foster members critical thinking in order to confront discrimination and bias
- Respond to members' diverse and individual learning through an emerging curriculum.
- Support continual development for all members, management and staff so as to ensure that they are trained in an equality and diversity approach.

- We work to ensure that all members feel secure and that all members know that their individual contributions and voices are valued in our organisation.
- We value and respect all members' cultural backgrounds.
- We ensure that members are taught in groupings that allow for their individual voices to be heard and allows for them each to experience success.
- We encourage members to participate fully whilst always being mindful of their abilities.

Monitoring and reviewing the policy

The above policy will be re-evaluated at regular intervals throughout the year. Judo Assist Ireland values your input.

If you have any queries in relation to the policy please contact the Inclusion Coordinator

James Mulroy

A handwritten signature in blue ink, appearing to read 'James Mulroy', with a large loop at the end.

President
Judo Assist Ireland