New Zealand Ju-Jitsu Federation (NZJJF)

Inclusion Policy

BACKGROUND

Sport New Zealand's findings from a national survey in 2018 showed that disabled New Zealanders are less likely to participate each week and in fewer sports and activities than non-disabled New Zealanders.

To address this disparity Sport New Zealand in 2019 produced a Disability Plan which guides their commitment to working in partnership, investing, and building a system-wide capability to deliver better outcomes for disabled people in Sport.

The NZJJF is committed to being safe, inclusive, and equitable and actively promote inclusion of disabled New Zealanders within its domain of influence. Inclusion for the NZJJF is about people feeling accepted, have belonging, empowered, valued, and actively participating within Ju Jitsu.

References

[1] https://sportnz.org.nz/media/1526/sport-nz-disability-plan-2019.pdf
[2] https://sportnz.org.nz/media/1523/disability-active-recreation-and-sport-summary-and-recommendations-final2.pdf
[3] https://sportnz.org.nz/media/1531/active-nz-spotlight-on-disability-december-2018-final7.pdf

PURPOSE

The purpose of this document is to give guidance on how to be inclusive in the practice of Ju Jitsu, 11% of all young people under the age of 15 have impairments, as well as 24% of adults.

It is also intended to encourage NZJJF members, its clubs, and associations to be proactive in this area.

POLICY

The NZJJF's inclusion policy extends to all aspects of its Ju Jitsu practices, training and teaching programs, and selection and appointment processes under its banner.

The NZJJF hopes that its members, member Clubs, and coaches will derive some inspiration from this policy and create an environment where everyone can be involved in Ju Jitsu.

AFFIRMATIVE ACTION

The NZJJF is further committed to taking strides to increase diversity and inclusion in its sport, its coaches and its committee's and establish enabeling attitudes. As inclusivity supports a thriving and resilient Ju Jitsu community.

IMPORTANT DOCUMENTS

Sport New Zealand Disability Plan 2019
The United Nations Convention on the Rights of Persons with Disabilities
New Zealand Disability Strategy 2016–2026

ACKNOWLEDGEMENTS

The NZJJF would like to acknowledge Sport New Zealand and the Halberg Foundation for their help in writing this policy.

SOCIAL MODEL OF DISABILITY

The language used in describing people is important, and reflects societal attitudes and thinking. We recommend using the term 'disabled people' rather than 'people with disabilities'. This references the contemporary social model of disability as

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	opposed to the traditional medical model of disability. From a social model viewpoint, disability is not something people have ('we are not people with disabilities'), but is something people with impairments experience i.e. it is barriers that create disability. Impairments may be physical, sensory, neurological, psychiatric, intellectual or other impairments.
BARRIERS CREATE DISABILITY	People with impairments are disabled if society does not provide an environment that takes their impairments adequately into account. Consequently, they experience barriers preventing their participation in society. People with more significant impairments and those who have challenges with concentration and communication, experience more barriers to participation. Barriers to inclusion can be PHYSICAL (e.g. buildings, transport, services), ATTITUDES (stereotyping, prejudice, discrimination) and PERSONAL (e.g. energy levels, motivation financial). Specifically for the NZJJF the ATTITUDES barrier also includes includes an organisations policies, practices and procedures.
ANTI-DISCRIMINATION	All members of the NZJJF are bound by its Code of Ethics and its Equal Opportunities and Antidiscrimination Policy. **References** [1] https://nzjjf.org.nz/NZJJF/jujitsu/wp-content/uploads/2025/01/NZJJF_CoE_2012.pdf [2] https://nzjjf.org.nz/NZJJF/jujitsu/wp-content/uploads/2025/01/NZJJF-Equal-Opportunities-and-Antidiscrimination-Policy-2020.pdf
CAPABILITY	Unconscious bias and low expectations of capability are a barrier to inclusion and reduce opportunities for disabled people in sport. There is a general lack of enthusiasm to support people with disabilities, to push their limits and try their hand at more involved sports – i.e. we operate in a highly risk-averse culture. Sport NZ in their 2018 survey found that many instructors were nervous yet enthusiastic to work with impaired participants, and often misjudge their ability to complete activities; these instructors often report that their pre-conceived ideas about the participants' abilities have been altered on their involvement. **Reference** [1] https://sportnz.org.nz/media/1523/disability-active-recreation-and-sport-summary-and-recommendations-final2.pdf
MODIFICATION TOOLS	The NZJJF wants to ensure that disabled people can be actively engaged in Ju Jitsu regardless of impairment type. One of the most important contributors to successful inclusion in sport activities is adapting things to suit the needs of individual participants.

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With modification tools in place a tailored programme can be built around a disabled person and their strengths and challenges, so students can learn new skills, socialise and start to develop in Ju Jitsu.

The Halberg Foundation promotes NO EXCEPTIONS TRAINING using the **STEP** model. The STEP model is a process of sport modification so all participants can get involved and excel in activities in a meaningful way that is both fun and challenging, regardless of ability or impairment:

1. SPACE – This is all about changing the space in which the activity takes place but also considers aspects of rules of the game that apply to the area of play.
2. TASK – This is about changing the nature of the activity, game or skill. Consider these things:
    a. break skills down into their component parts
    b. practice skills alone or with a partner before incorporating into a game
3. EQUIPMENT – This all about changing the thing used to play the game or complete the activity. This can involve:
    a. changing the size
    b. changing the weight
    c. changing the colour
    d. changing the length
    e. changing the way you use it
    f. use balls that bounce less, or float more
    g. use equipment that contrasts with the area of play
4. PEOPLE – This is all about making changes to the people participating in the activities, how they are involved and how they interact. This can invlove using different groupings of people i.e. those with similar abilities, or more advanced abilities to help support them, or a greater ratio of coaches to students or one-on-one focused coaching.

APPLYING STEP

Before you apply the STEP methods to any training session, there are a few important things to always consider:

1. Maintain the integrity of the activity or task – Don't change things so much that it is no longer the same task, skill, game or activity.
2. Keep it challenging – don't make it too easy for the participants and aim to remove adaptations over time as skill and understanding improves.
3. Involve participants in decision making – this will get buy in from participants and ensure you meet their specific needs.
4. Only make changes if you need to – don't make changes for change sake, not all participant need adaptations to participate or achieve the tasks required.
5. It may not be possible to include all people all of the time – safety is always

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the priority so try your best but use common sense.

6. If in doubt always seek advice, help or guidance.

HELP AND GUIDANCE

The Halberg Foundation has a team of regionally based Advisers to support physically disabled young people and the Foundation's programmes throughout New Zealand. If you need any help or guidance on including a disabled person within your facility and in training please contact them.
https://www.halbergactive.co.nz/contact-us/

RECOMMENDED CLUB INCLUSION STATEMENT

We recommend that all NZJJF registered Ju Jitsu clubs employ an inclusion commitment statement. An inclusion commitment statement is a public record that expresses your club's dedication to making sure its membership reflects the diversity of its local community. Your inclusion statement should be made public knowledge.

- Post it to your club's website and display a hard copy in your dojo.
- Send out a media release to your local media organisation, your local community organisations and on your social media channels.
- Ensure your club members are aware of your inclusion statement.

"*The art of Ju Jitsu draws its spirit, vitality and character from the increasingly diverse mix of people who train, coach and compete in our Ju Jitsu community. The New Zealand Ju Jitsu Federation recognises that the future strength of our clubs and our community rests firmly on its commitment to value, respect and embracing the richness of a diverse coach and student body.*
The New Zealand Ju Jitsu Federation wants to do its part to ensure that no person is excluded from Ju Jitsu because of ethnicity, race, age, gender identity/expression, sexual orientation, national origin, economic background/circumstances, physical and/or mental abilities, veteran status, marital status, resident immigration status, and philosophy/religion, or any other discriminatory reason.
Therefore, as a condition of NZJJF Membership, all members must acknowledge our inclusion policies and practices, and our aim to intentionally increase inclusive practices."