

Welsh Athletics

Equity, Diversity, and Inclusion Policy

Welsh Athletics strives towards athletics for everyone, everywhere and to be a sector-leading national governing body for participation, performance, and inclusive opportunities across Wales.

Table of Contents

Introduction	1
Welsh Athletics Commitments and Responsibilities	2
<i>Employer.....</i>	2
<i>Employee and Workforce.....</i>	2
Grievances	3
Legislation	3
<i>Equality Act 2010</i>	3
<i>Protected Characteristics.....</i>	3
<i>Discrimination</i>	4
Policy into Practice	5

Introduction

Welsh Athletics has a zero-tolerance approach towards bullying, harassment, victimisation, and unacceptable behaviour and requires all employees and the wider workforce to contribute to a culture and environment that exemplifies dignity, courtesy, respect, and consideration for all. Welsh Athletics aims to lead the way in growing athletics, to develop a world-class Wales, to embed a thriving sporting infrastructure, to generate an active and healthy Wales, to be a high-performing organisation and to be a safe and inclusive sport for everybody. Equity, diversity, and inclusion is paramount throughout all of these pillars, and we aim to provide equitable opportunities across all sections of our organisation. This means that we will not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. To create equity, it may be required to invest additional effort towards identified currently underrepresented groups across our sport to ensure equity for all.

This policy covers all employers and the wider workforce including coaches, officials, volunteers, athletes, and stakeholders. Any decisions regarding individuals (e.g., promotion) will be made on the basis of aptitude and ability. To fully embed equity,

diversity, and inclusion across all areas of Welsh Athletics, it is essential that everybody is committed to, and held accountable to this policy.

Welsh Athletics Commitments and Responsibilities

Employer

Welsh Athletics will avoid unlawful discrimination in all aspects of employment, including recruitment, promotion, opportunities for training, pay and benefits, discipline, and selection for redundancy. Person and job specifications will be limited to those requirements that are necessary for the effective performance of the job. Candidates for employment or promotion will be assessed objectively against the requirements for the job, taking account of any reasonable adjustments that may be required for candidates with a disability. As an organisation, Welsh Athletics is committed against unlawful discrimination of customers or the public.

Welsh Athletics endeavours to promote the highest standards and will respond to issues by:

- Taking positive action to increase the involvement from underrepresented groups across all aspects of our organisation.
- Taking action against anyone not adhering to Welsh Athletics' policies, including but not limited to: Equity, Diversity, and Inclusion, Harassment, Anti-Bullying, Flexible Working and Grievance policies and procedures.
- Adopting good practice in recruitment, training, and the supervision of all employees.
- Responding to all concerns and implementing the appropriate disciplinary and appeals procedures.

Welsh Athletics is committed to providing a diverse workforce with a composition that reflects the broader community that we serve. Welsh Athletics commits to:

- Provide full and fair consideration for all jobs, roles, and applications.
- Support all employees to release their full potential by ensuring that they receive fair consideration of their training and career development needs and promotion opportunities.
- Wherever possible, modify employment practice and procedures to reduce barriers experienced by members of disadvantaged or underrepresented groups in seeking, and during, employment.
- Maintain records in recruitment, training and employment and use this information as a means of identifying areas of inequity.
- Require all employees to undergo relevant training before taking part in recruitment and selection.
- Regularly review our recruitment, selection, training, and promotion procedures to facilitate and ensure best practice.

Employee and Workforce

All employees and the wider workforce are required to assist Welsh Athletics to meet its commitment to provide equitable opportunities in employment and avoid unlawful discrimination. Employees can be held personally liable as, or instead of, Welsh Athletics, for any act of unlawful discrimination. Employees and those in the wider workforce who commit serious acts of harassment may be guilty of a criminal offence.

Acts of discrimination, harassment, bullying or victimisation against employees or the wider workforce are disciplinary offences and will be dealt with under Welsh Athletics' Disciplinary Policy. Discrimination, harassment, bullying, or victimisation may constitute gross misconduct and could lead to dismissal without notice.

Grievances

Where an employee considers that they have been unlawfully discriminated against, or if the complaint involves alleged bullying, harassment, or racism, they may use Welsh Athletics' Grievance Policy and Anti-Bullying Policy to make a complaint. Welsh Athletics will take any complaint seriously and will seek to resolve any grievance that it upholds. Employees will not normally be penalised for raising a grievance, even if the grievance is not upheld, unless the complaint is made in bad faith or for some other malicious or inappropriate reason.

Legislation

This policy has been written in line with the Equality Act 2010 and Welsh Athletics recognises the legal obligations associated with this, and any subsequent amendments to this act, or any relevant acts and regulations which may become law. This policy will be formally reviewed biannually to ensure that equity, diversity, and inclusion is continually embedded within Welsh Athletics.

Equality Act 2010

The Equality Act 2010 is a single act that legally protects people from discrimination in the workplace and in wider society. Within the Equality Act 2010, there are nine protected characteristics that provide protection from discrimination for employees, athletes, and the wider workforce.

Protected Characteristics

Age: The Act protects people of all ages, not one specific age group. Different treatment due to age is not unlawful direct or indirect discrimination if it can be justified.

Disability: A person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to perform typical day-to-day activities. Within athletics, this includes disabled and para-athletes as well as medical conditions, mental impairments and progressive or degenerative illnesses.

Race: This refers to all global majority origins, nationalities, and cultures. Every individual can define their own ethnicity or global majority.

Gender Reassignment: This refers to where a person has proposed, started, or completed a process to change their gender. It is important to treat all individuals as the gender they identify as, rather than the gender they were born with if they have expressed a change in their gender.

Marriage or Civil Partnership: The Act protects employees who are married or in a civil partnership against discrimination.

Pregnancy and Maternity: This refers to anyone who is physically pregnant or expecting a baby. Maternity refers to the period of 26 weeks after birth. It is unlawful to take into account an employee's period of absence due to pregnancy related illness when making a decision about their employment.

Religion or Belief: Religion means any religion, including major religions, smaller religions or denominations. Religion is also a reference to non-identification with a religion or philosophical belief. Belief considers any religious or philosophical belief that influences the way a person lives and the choices they make.

Sex: The Act refers to whether an individual is a male or female at birth.

Sexual Orientation: This is defined as a person's sexual orientation and attraction towards people of the opposite sex (heterosexual), the same sex (gay man/lesbian) or both sexes (bisexual).

Discrimination

Direct Discrimination (including discrimination by association and discrimination by perception):

- **Direct discrimination:** This is where someone is treated less favourably than another because of a protected characteristic they have.
- **Discrimination by association:** This is where an individual is directly discriminated against, or harassed for association with another individual who has protected characteristic.
- **Discrimination by perception:** This is where an individual is directed discriminated against, or harassed, based on a perception that they have a particular protected characteristic when they do not.

Indirect Discrimination: This is where a provision, criterion or practice that applies to everyone but is discriminatory towards an individual with a relevant protected characteristic. We must consider proportionality, in that being proportionate means being fair and reasonable, including showing that 'less discriminatory' alternatives have been looked at prior to any decision made.

Victimisation: This occurs when someone is subjected to a detriment because they made or supported a complaint or raised a grievance, or because they are suspected by the employer of doing so.

Harassment: This is unwanted conduct that has the purpose or effect of violating a person's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive

environment. It does not matter whether this effect was intended by the person responsible for the conduct.

Welsh Athletics has a zero-tolerance approach to discrimination and harassment. We want to provide a safe, secure, and inclusive environment for all employees and the wider workforce.

Policy into Practice

Successful implementation and embedding of this Equity, Diversity, and Inclusion policy will require action and accountability from all employees and the wider workforce at Welsh Athletics. Welsh Athletics' strategy is underpinned by ED&I and by working towards the current strategy, ED&I will be at the forefront of decision making and implementation across the organisation. The current strategy (up to 2026) can be found [here \(insert link once finalized\)](#).

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