

EQUITY, DIVERSITY AND INCLUSION POLICY

1. Statement of Intent

The Welsh Amateur Boxing Association (WABA) is fully committed to the principles of equity, diversity and inclusion and acknowledges its duty to ensure that no participant, including athlete, coach, official, volunteer, employee or applicant to any post within WABA receives more or less favourable treatment on the grounds of a protected characteristic as stated in The Equality Act 2010. Protected characteristics include:

- Age
- sex
- gender reassignment
- race
- disability
- religion or belief
- marital status (including civil partnerships)
- pregnancy and maternity
- sexual orientation

WABA fully accepts its responsibilities under the Equality Act 2010 and expects everyone within WABA to treat individuals openly and fairly with dignity and respect. WABA also supports the need for additional effort to provide better protection to individuals from lower socio-economic groups, poverty and the Welsh Language.

2. Purpose of Policy

WABA has produced this policy to ensure that everyone can have the opportunity to participate in the sport of boxing and has a zero-tolerance approach to any discrimination, harassment or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, athletes and volunteers.

3. Positive action

WABA's commitment to equity, diversity and inclusion goes beyond the legislation. WABA is taking positive action to provide opportunities for communities in Wales to participate equally and fully in amateur boxing. WABA is committed to establishing the highest levels of equity,

diversity and inclusion with its intent clearly outlined in the WABA strategic plan '*In the Red Corner.*' WABA.

WABA will achieve its strategy by:

- Producing and monitoring a meaningful plan to ensure the intent of this policy is delivered.
- Providing awareness of this policy to all athletes, volunteers and employees of WABA.
- Where necessary, supporting, encouraging and mentoring individuals within WABA where such actions are deemed to further the aims of this policy.
- Ensuring that appropriate resources are allocated to ensure the successful implementation of this equity, diversity and inclusion policy

4. Legal Requirements

WABA is required by law not to discriminate against its employees or members and recognises its legal obligations under the Equality Act 2010

5. Responsibility, Implementation and Communication

The Board of Directors of WABA is responsible for ensuring that this equity, diversity and inclusion policy is followed throughout the organisation.

Breaches of this policy will be addressed robustly and be subject to the WABA disciplinary procedures.

The WABA chair has the overall responsibility for the implementation of this policy.

The WABA CEO has the overall responsibility for implementing the operational plan as this forms part of his/her work programme.

It shall be the responsibility of all those within WABA who interview/select staff or volunteers to ensure that any such processes comply with this policy and that no applicant shall be placed at a disadvantage by requirements or conditions that are not necessary to the performance of the job, or which constitute unfair discrimination.

All employees, volunteers and members have responsibilities to respect, act in accordance with, support and promote the spirit and intentions of this policy.

6. Monitoring and evaluation

WABA will regularly monitor and evaluate this policy, practices, procedures and operations on an ongoing basis and will inform employees and members of their impact. The operational plan, created to ensure the intent of the policy is delivered, will be reviewed by the CEO on a quarterly basis.

7. Disciplinary and Grievance Procedure

To safeguard individual rights under this policy, an employee, athlete, coach, official or volunteer who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate procedure.

Disciplinary action will be taken against any employee, volunteer or member who violates this equity, diversity and inclusion policy.

WABA will ensure that individuals feel able to raise any grievance and no one will be penalised for doing so unless it is untrue and not made in good faith.

Procedures regarding grievance or discipline will follow WABA's Disciplinary Procedures and Grievance Policy.

8. Discrimination, Harassment and Victimisation

Discrimination can take the following forms:

Direct discrimination – treating one person less favourably than another would be treated in similar circumstances

Indirect discrimination – instigating requirements or conditions which, on the face of it, apply equally to all, but which in practice can only be met by certain advantaged individuals. Such requirements or conditions are lawful only if they can be objectively justified

Harassment - a form of discrimination that may lead to a breach of statute, as it constitutes an activity that can be detrimental to members of one particular race or sex. It can be defined as '*an action or comment that causes persistent offence to a person or group*'. WABA is committed to ensuring that its employees, athletes and volunteers are able to conduct their activities free from harassment or intimidation

Victimisation - when someone is treated less favourably than others because he or she has acted against WABA under one of the relevant Acts (outlined above) or provided information against such discrimination, harassment and/or inappropriate behaviour, or indeed supported another colleague in taking action against WABA under the relevant legislation.