

Esports Wales

Equality, Diversity & Inclusion Policy

Status: Board-approved policy

Applies to: Directors, Staff, Volunteers, Members, Participants, Partners

Owner: Board of Directors

EDI Lead: Board-appointed Director / Senior Officer

Review cycle: Annual

Next review due: 12 months from adoption

1. Purpose

1.1 This policy sets out **Esports Wales CIC's** ("the Company") commitment to **equality, diversity, and inclusion (EDI)** across all aspects of its governance, activities, and delivery.

1.2 It exists to:

- ensure esports in Wales is **fair, accessible, and inclusive**
 - eliminate unlawful discrimination, harassment, and victimisation
 - promote equality of opportunity
 - reflect the diversity of Welsh communities within esports
 - meet legal, regulatory, and funding expectations
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2. Legal & Governance Framework

2.1 This policy is informed by:

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Version Number: 001



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- the **Equality Act 2010**, which protects individuals from discrimination based on defined protected characteristics
- the **Sport Wales / UK Sport Code for Sports Governance**, which requires funded organisations to demonstrate strong EDI governance and action planning

2.2

This policy should be read alongside:

- ESW governance policies (Section 01)
 - ESW safeguarding and welfare policies (Section 02)
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3. Scope

3.1 This policy applies to:

- governance and decision-making
- recruitment, appointment, and volunteering
- competitions, programmes, and events
- online and digital environments
- partnerships, clubs, and affiliated organisations

3.2 It applies regardless of:

- age
 - role or status
 - level of participation
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4. Protected Characteristics

4.1 Esports Wales recognises the **protected characteristics** defined under the Equality Act 2010:

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- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race (including ethnicity and nationality)
- religion or belief
- sex
- sexual orientation

4.2 Discrimination, harassment, or victimisation based on any protected characteristic is **not tolerated**.

5. Our EDI Commitments

Esports Wales commits to:

- providing **equal access** to esports opportunities
 - removing barriers to participation and progression
 - promoting dignity, respect, and fairness
 - creating environments free from bullying, harassment, or abuse
 - embedding EDI into governance, policy, and culture
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6. Equality of Opportunity & Positive Action

6.1 Esports Wales will take steps to:

- identify and address under-representation



- support reasonable adjustments
- use **lawful positive action** where groups are disadvantaged or under-represented

6.2 Positive action will always be:

- proportionate
 - evidence-based
 - compliant with the Equality Act
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7. Inclusion in Esports & Digital Environments

7.1 Esports Wales recognises that online environments can present unique EDI challenges, including:

- harassment or hate speech
- accessibility barriers
- digital exclusion

7.2 We will:

- challenge discriminatory online behaviour
 - promote inclusive digital spaces
 - align EDI with online safety and safeguarding policies
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8. Roles & Responsibilities

8.1 Board of Directors

- holds ultimate responsibility for EDI
- sets strategic direction and oversight



- ensures compliance with legal and funding requirements

8.2 EDI Lead

- champions equality, diversity, and inclusion
- supports implementation of this policy
- reports to the Board on EDI matters

8.3 All Individuals

- are expected to treat others with respect and fairness
 - must comply with this policy and Codes of Conduct
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9. Bullying, Harassment & Discrimination

9.1 Bullying, harassment, or discrimination will not be tolerated in any form.

9.2 This includes:

- verbal, physical, or online behaviour
- direct or indirect discrimination
- harassment related to a protected characteristic

9.3 Concerns will be addressed promptly and fairly.

10. Reporting Concerns

10.1 Concerns relating to equality, diversity, or inclusion may be raised through:

- complaints procedures
- safeguarding procedures (where relevant)
- whistleblowing routes

10.2 No individual will be disadvantaged for raising concerns in good faith.

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11. Monitoring & Review

11.1 Esports Wales will:

- monitor participation and governance diversity where appropriate
- review policies and practices regularly
- identify actions for improvement

11.2 EDI outcomes may inform:

- recruitment and succession planning
- training and development
- governance reporting

12. Linked Policies & Procedures

This policy should be read alongside:

- **0201 Safeguarding Policy Statement**
- **0204 Duty of Care Policy**
- **0212 Code of Conduct for Staff & Volunteers**
- **0116 Whistleblowing Policy**
- **0115 Complaints About the Board Procedure**

13. Review

13.1 This policy shall be reviewed:

- annually
- following changes to legislation or governance requirements

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- following significant EDI-related incidents
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14. Adoption

14.1 This Equality, Diversity & Inclusion Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: __02/03/2026__

Signed (Chair): _____

