

Esports Wales

Transgender & Gender Inclusion Policy

Status: Board approved policy

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

Owner: Board of Directors

EDI Lead: Board appointed Director / Senior Officer

Safeguarding Lead: Designated Safeguarding Lead (DSL)

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 **supporting transgender, non-binary, and gender-diverse people** and ensuring that esports activity in Wales is **inclusive, respectful, and safe for people of all gender identities**.

1.2 It exists to:

- affirm the dignity and inclusion of transgender and gender-diverse people
 - provide clarity on expectations of behaviour and inclusion
 - prevent discrimination, harassment, and exclusion
 - ensure appropriate safeguarding and welfare considerations are applied
 - align with equality law, safeguarding duties, and good governance standards
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2. Scope

Policy Number: P0304

Version Number: 001



Esports Wales CIC: 12372413

2.1 This policy applies to:

- governance and decision-making
- staff, volunteers, and officials
- players, participants, and members
- clubs, schools, and delivery partners
- online and digital environments

2.2 It applies to all Esports Wales activity, including:

- competitions and events
 - training and development programmes
 - online play, streaming, and digital platforms
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3. Core Principles

Esports Wales is guided by the following principles:

- **Respect** – everyone has the right to be treated with dignity
 - **Inclusion** – transgender and gender-diverse people are welcome and valued
 - **Safety** – welfare and safeguarding are paramount
 - **Privacy** – personal information about gender identity is confidential
 - **Fairness** – decisions are proportionate, transparent, and evidence-led
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4. Definitions (for clarity)

4.1 **Transgender** refers to a person whose gender identity is different from the sex they were assigned at birth.



4.2 **Non-binary / gender-diverse** refers to people whose gender identity does not sit exclusively within “male” or “female”.

4.3 **Gender identity** is a person’s deeply felt sense of their own gender.

These definitions are included to aid understanding and **do not limit how individuals describe themselves.**

5. Commitment to Inclusion

5.1 Esports Wales will:

- respect individuals’ stated gender identity
- use names and pronouns as requested
- create inclusive environments in both physical and online spaces
- challenge transphobic or exclusionary behaviour

5.2 No individual will be excluded, disadvantaged, or treated less favourably because of their gender identity.

6. Behaviour & Standards

6.1 All individuals involved in Esports Wales activity must:

- treat transgender and gender-diverse people with respect
- refrain from misgendering, derogatory language, or intrusive questioning
- comply with Codes of Conduct and EDI policies

6.2 The following behaviours are **not acceptable**:

- transphobic language or jokes
- deliberate misgendering
- harassment or exclusion related to gender identity



- online abuse or targeting

Such behaviour may constitute discrimination or harassment and will be addressed accordingly.

7. Safeguarding & Welfare Considerations

7.1 Esports Wales recognises that transgender and gender diverse people, particularly young people, may face **heightened risk of bullying, harassment, or harm**.

7.2 Where concerns arise:

- welfare and safeguarding processes may be engaged
- safeguarding procedures will override informal resolution where there is risk of harm

7.3 All safeguarding decisions will be:

- proportionate
 - child-centred (where minors are involved)
 - respectful of privacy and dignity
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8. Privacy & Confidentiality

8.1 Information about a person's gender identity is **personal and confidential**.

8.2 Such information must:

- not be disclosed without consent
- only be shared where safeguarding or legal obligations require it

8.3 "Outing" someone without their consent is **not acceptable**.



9. Facilities, Online Spaces & Participation

9.1 Esports Wales will seek to ensure that:

- online spaces are moderated and inclusive
- participation arrangements are respectful and proportionate
- reasonable, practical solutions are found to support inclusion

9.2 Any arrangements will be guided by:

- inclusion principles
 - safeguarding duties
 - fairness to all participants
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10. Reporting Concerns

10.1 Concerns relating to discrimination, harassment, or exclusion on the basis of gender identity may be raised through:

- complaints procedures
- safeguarding reporting routes
- whistleblowing procedures

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

11. Responding to Concerns

11.1 Concerns will be:

- taken seriously
- handled sensitively and confidentially
- assessed fairly and promptly



11.2 Responses may include:

- education or guidance
 - mediation (where appropriate)
 - disciplinary or governance action
 - safeguarding referral
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12. Roles & Responsibilities

12.1 Board of Directors

- holds ultimate accountability for inclusion and culture
- ensures appropriate policies and oversight

12.2 EDI Lead

- supports implementation of this policy
- monitors themes or patterns
- reports to the Board

12.3 All Individuals

- must comply with this policy
 - must contribute to a respectful, inclusive environment
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13. Linked Policies & Procedures

This policy must be read alongside:

- **P0301 Equality, Diversity & Inclusion Policy**
- **P0302 Diversity & Inclusion Action Plan (DIAP)**
- **P0303 Anti Discrimination & Anti Harassment Policy**

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- **P0201 Safeguarding Policy Statement**
 - **P0204 Duty of Care Policy**
 - **P0212 Code of Conduct for Staff & Volunteers**
 - **P0213 Online Safety & Digital Safeguarding Policy**
 - **P0116 Whistleblowing Policy**
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14. Monitoring & Review

14.1 Esports Wales will:

- review this policy annually
 - consider feedback and lived experience
 - update practice where required
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15. Adoption

This Transgender & Gender Inclusion Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: __02/03/2026__

Signed (Chair):____  _____

