

Esports Wales

Integrity & Ethics Policy

Status: Board approved policy

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

Owner: Board of Directors

Integrity & Ethics 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 the **highest standards of integrity, ethical conduct, and fair practice** across all areas of governance, competition, and participation.

1.2 It exists to:

- protect the credibility and reputation of esports in Wales
- promote honesty, fairness, and transparency
- prevent corruption, manipulation, or unethical behaviour
- provide clear expectations and accountability
- meet governance standards required of publicly funded sport organisations

2. Scope

2.1 This policy applies to:

- Board members
- staff and volunteers



- players, participants, and officials
- members, clubs, and affiliated organisations
- contractors, partners, and event attendees

2.2 It applies to behaviour that occurs:

- during Esports Wales activities or competitions
- in governance and decision making
- in online and digital environments connected to Esports Wales

3. Core Principles of Integrity & Ethics

Esports Wales is guided by the following principles:

- **Honesty** – acting truthfully and in good faith
- **Fairness** – ensuring equitable treatment and fair play
- **Accountability** – taking responsibility for actions and decisions
- **Transparency** – openness in governance and decision-making
- **Respect** – upholding dignity of all individuals
- **Independence** – avoiding improper influence or conflicts of interest

These principles reflect recognised standards of good governance within UK sport.

4. Expected Standards of Conduct

4.1 All individuals covered by this policy must:

- act in the best interests of esports in Wales
- comply with applicable laws, regulations, and policies
- avoid behaviour that could bring Esports Wales into disrepute



- uphold the spirit as well as the letter of rules and regulations

4.2 Ethical conduct is expected **both on and off the field of play**, including online behaviour.

5. Integrity in Governance & Decision-making

5.1 Esports Wales will:

- conduct governance and decision-making processes with integrity
- ensure decisions are made free from improper influence
- manage conflicts of interest transparently

5.2 Board members and senior officers must:

- declare and manage conflicts of interest
 - act independently and collectively in the organisation's best interests
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6. Integrity in Competition & Participation

6.1 Esports Wales is committed to:

- fair competition
- respect for rules and officials
- honesty in performance and participation

6.2 Unethical practices, including:

- manipulation of competition outcomes
- collusion or cheating
- abuse of rules or systems

are prohibited and will be addressed appropriately.



7. Prevention of Corruption & Unethical Behaviour

7.1 Esports Wales has a **zero tolerance approach** to corruption, fraud, and unethical conduct.

7.2 This includes, but is not limited to:

- bribery or inducements
- misuse of position or information
- improper gifts or hospitality
- manipulation of competitions

7.3 Related policies, including **Conflicts of Interest** and **Gifts & Hospitality**, support this approach.

8. Online Integrity & Digital Conduct

8.1 Esports Wales recognises that integrity risks may arise in online environments, including:

- misuse of digital platforms
- exploitation of systems or loopholes
- unethical online behaviour

8.2 All individuals must:

- act ethically in online play and communication
 - comply with platform rules and Esports Wales policies
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9. Reporting Integrity & Ethics Concerns

9.1 Concerns relating to integrity or ethics may be raised through:

Policy Number: P0401
Version Number: 001



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- line management or event organisers
- complaints procedures
- safeguarding routes (where welfare is impacted)
- whistleblowing procedures

9.2 Concerns may be raised by:

- participants
- staff or volunteers
- members or third parties

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

10. Responding to Integrity Breaches

10.1 Alleged breaches of this policy will be:

- taken seriously
- assessed fairly and impartially
- managed in line with relevant procedures

10.2 Responses may include:

- investigation
 - disciplinary or governance action
 - referral to external bodies or regulators
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11. Confidentiality & Fair Process

11.1 Integrity matters will be handled:

- sensitively and confidentially

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- in accordance with principles of fairness and natural justice

11.2 Information will be shared only on a need to know basis.

12. Roles & Responsibilities

12.1 Board of Directors

- holds ultimate responsibility for integrity and ethics
- sets the tone and culture of the organisation

12.2 Integrity & Ethics Lead

- supports implementation of this policy
- oversees handling of integrity concerns
- reports to the Board on integrity matters

12.3 All Individuals

- are responsible for upholding integrity and ethical standards
 - must report suspected breaches
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13. Linked Policies & Procedures

This policy must be read alongside:

- **P0108 Code of Conduct for Directors**
- **P0212 Code of Conduct for Staff & Volunteers**
- **P0109 Conflicts of Interest Policy**
- **P0110 Gifts & Hospitality Policy**
- **P0116 Whistleblowing Policy**
- **P0115 Complaints About the Board Procedure**

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- **P0303 Anti Discrimination & Anti Harassment Policy**
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14. Monitoring & Review


14.1 Esports Wales will:

- monitor integrity related concerns and trends
 - review this policy annually
 - update it in response to governance or regulatory change
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15. Adoption

This Integrity & Ethics Policy was approved by the Board of Directors of **Esports Wales CIC**.

Date approved: ___02/03/2026___

Signed (Chair):___  ___

