

# Esports Wales

## Betting & Gambling Policy

**Status:** Boardapproved policy

**Applies to:** Directors, Staff, Volunteers, Members, Players, Officials, Clubs, Partners

**Owner:** Board of Directors

**Integrity & Ethics Lead:** Boardappointed 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") approach to **betting and gambling** in relation to esports activity and competition.

1.2 It exists to:

- protect the **integrity, fairness, and credibility** of esports competitions
- prevent betting-related corruption or manipulation
- provide clear rules and expectations for all participants
- reduce risk of harm associated with gambling
- support compliance with integrity and governance standards

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### 2. Scope

2.1 This policy applies to:

- all Esports Wales-sanctioned or recognised competitions and events
- online, offline, and hybrid competitive environments



2.2 It applies to all individuals involved, including:

- players and participants
- coaches, managers, and team staff
- officials and referees
- staff and volunteers
- Board members and contractors

2.3 This policy applies regardless of whether betting occurs:

- directly or indirectly
  - through regulated or unregulated platforms
  - within or outside the UK, where linked to Esports Wales competition
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### 3. Key Principles

Esports Wales is guided by the following principles:

- **Integrity First** – competition must be fair and honest
  - **Zero Tolerance for Corruption** – betting must not influence outcomes
  - **Transparency** – risks and rules are clearly communicated
  - **Protection from Harm** – safeguarding and welfare considerations apply
  - **Accountability** – breaches are taken seriously and acted upon
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### 4. Betting-Related Risks in Esports

4.1 Esports Wales recognises that esports presents **specific betting and gambling risks**, including:

- online and informal betting markets



- betting on lower-tier or youth competitions
- account sharing or boosting linked to betting outcomes
- use of inside information
- gambling-related coercion or exploitation

4.2 These risks require clear rules and proactive prevention.

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## 5. Prohibited Conduct

The following behaviours are **strictly prohibited**:

### 5.1 Betting on Esports Wales Competitions

- betting on any Esports Wales-sanctioned or recognised competition in which an individual is involved
- betting on any event where the individual could influence the outcome

### 5.2 Use of Inside Information

- using or sharing non-public information for betting purposes
- providing information to others to gain betting advantage

### 5.3 Facilitating Betting or Manipulation

- encouraging or assisting others to place bets
- acting as an intermediary for betting activity
- accepting inducements linked to betting outcomes

### 5.4 Failure to Report

- failing to report approaches, offers, or suspicions related to betting or gambling



## 6. Relationship to Match-Fixing & Manipulation

6.1 Betting-related misconduct may overlap with:

- match-fixing
- competition manipulation
- corruption or bribery

6.2 Such matters will also be managed under:

- **0402 Match-Fixing & Competition Manipulation Policy**
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## 7. Duty to Report

7.1 All individuals covered by this policy have a **duty to report**:

- any approach to bet on, fix, or manipulate competition
- any pressure or inducement linked to betting
- any suspicious betting-related activity

7.2 Failure to report may itself constitute a breach of this policy.

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## 8. Reporting Betting & Gambling Concerns

8.1 Concerns may be reported via:

- the Integrity & Ethics Lead
- complaints procedures
- whistleblowing routes

8.2 Reports may be made:

- confidentially



- in good faith

8.3 No individual will be disadvantaged for raising concerns responsibly.

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## **9. Responding to Breaches**

9.1 Alleged breaches of this policy will be:

- taken seriously
- assessed promptly and impartially
- managed in line with principles of fairness and natural justice

9.2 Esports Wales may:

- conduct investigations
  - impose interim measures (e.g. suspension)
  - refer matters to external bodies or authorities
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## **10. Sanctions**

10.1 Confirmed breaches may result in:

- disqualification from competition
- suspension or banning
- removal of accreditation or roles
- disciplinary or governance action
- referral to external regulators or law enforcement

10.2 Sanctions will be:

- proportionate



- consistent
  - clearly communicated
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## 11. Education & Prevention

11.1 Esports Wales will:

- raise awareness of betting-related risks
- provide integrity education where appropriate
- promote responsible behaviour and reporting

11.2 Clubs and partners are expected to support these efforts.

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## 12. Safeguarding & Welfare Considerations

12.1 Esports Wales recognises that gambling can present **welfare and safeguarding risks**, particularly for:

- young people
- vulnerable adults

12.2 Where gambling-related harm is identified:

- safeguarding or welfare procedures may be engaged
  - appropriate support or referral may be offered
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## 13. Confidentiality & Information Sharing

13.1 Betting-related investigations will be handled:

- confidentially
- sensitively



- on a need-to-know basis

13.2 Information may be shared where:

- required to protect integrity
  - necessary for investigation or enforcement
  - legally or regulatorily required
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## **14. Roles & Responsibilities**

### **14.1 Board of Directors**

- holds ultimate responsibility for integrity and enforcement
- ensures appropriate oversight and resources

### **14.2 Integrity & Ethics Lead**

- oversees implementation of this policy
- manages betting-related reports and investigations
- reports matters to the Board

### **14.3 All Individuals**

- must comply with this policy
  - must act honestly and responsibly
  - must report concerns
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## **15. Linked Policies & Procedures**

This policy must be read alongside:

- **0401 Integrity & Ethics Policy**



- **0402 Match-Fixing & Competition Manipulation Policy**
  - **0109 Conflicts of Interest Policy**
  - **0110 Gifts & Hospitality Policy**
  - **0116 Whistleblowing Policy**
  - **0303 Anti-Discrimination & Anti-Harassment Policy**
  - **0213 Online Safety & Digital Safeguarding Policy**
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## **16. Monitoring & Review**


16.1 Esports Wales will:

- monitor betting related risks and concerns
  - review this policy annually
  - update it in response to emerging integrity risks
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## **17. Adoption**

This Betting & Gambling Policy was approved by the Board of Directors of **Esports Wales CIC**.

**Date approved:** \_\_\_09/03/2026\_\_\_

**Signed (Chair):**\_\_\_  \_\_\_

