

# Esports Wales

## Club Affiliation & Compliance Policy

**Status:** Board-approved policy

**Applies to:** Affiliated Clubs, Schools, Community Groups, Staff, Volunteers

**Owner:** Board of Directors

**Clubs & Compliance Lead:** Board-appointed Director / Senior Officer

**Safeguarding Lead:** Designated Safeguarding Lead (DSL)

**Review cycle:** Annual

**Next review due:** 12 months from adoption

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### 1. Purpose

This policy sets out how **Esports Wales CIC** (“the Company”) will **affiliate, recognise, and monitor esports clubs and organisations**, ensuring they operate to **consistent standards of safeguarding, welfare, integrity, and governance**.

It exists to:

- protect children and young people participating through clubs
  - provide clarity on what affiliation means and requires
  - ensure consistent standards across Welsh esports delivery
  - support clubs to operate safely and responsibly
  - protect the reputation and integrity of Esports Wales
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### 2. Scope

This policy applies to:

- esports clubs seeking affiliation with Esports Wales

Policy Number: P1105  
Version Number: 001



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- school-based and community-based esports clubs
- clubs participating in Esports Wales programmes, leagues, or events

It applies across:

- online, offline, and hybrid activity
  - recreational, developmental, and competitive participation
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### 3. What Club Affiliation Means

Affiliation with Esports Wales:

- recognises a club as operating in line with Esports Wales standards
- enables participation in Esports Wales-recognised activity
- provides access to guidance, support, and pathways

Affiliation **does not**:

- transfer legal or safeguarding responsibility away from clubs
  - replace a school or organisation's statutory duties
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### 4. Principles of Affiliation

Club affiliation is governed by the following principles:

- **Safeguarding First** – welfare overrides competition or growth
- **Minimum Standards** – all clubs meet baseline requirements
- **Proportionality** – requirements reflect size and risk
- **Support & Improvement** – compliance is developmental, not punitive
- **Transparency** – expectations are clear and documented



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## 5. Affiliation Requirements

To be affiliated, clubs must demonstrate:

### 5.1 Governance & Leadership

- named club lead or committee
- clear point of contact with Esports Wales

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### 5.2 Safeguarding & Welfare

- adoption of appropriate safeguarding policies
- named Safeguarding Officer (where required)
- clear reporting and escalation routes

Aligned with:

- **ESW 0201 Safeguarding Policy Statement**
- **ESW 0202 Safeguarding Children Policy**

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### 5.3 Codes of Conduct

- adoption of relevant Codes of Conduct
- clear behaviour expectations for players, staff, and volunteers

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### 5.4 Online Safety

- safe use of platforms and communication tools
- moderation of online spaces involving young people



Aligned with:

- **ESW 0213 Online Safety & Digital Safeguarding Policy**
  - **ESW 1104 Online Learning Safety Policy**
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## **6. Application & Approval Process**

6.1 Clubs seeking affiliation must:

- submit required information
- confirm agreement to comply with Esports Wales policies

6.2 Affiliation approval:

- is granted by Esports Wales
  - may be time-limited or conditional
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## **7. Ongoing Compliance**

7.1 Affiliated clubs must:

- maintain compliance with required standards
- notify Esports Wales of significant changes
- cooperate with reasonable checks or reviews

7.2 Compliance may be monitored through:

- self-declaration
  - review of documentation
  - incident or concern reporting
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## 8. Support for Clubs

Esports Wales will:

- provide guidance and templates where appropriate
- support clubs to improve compliance
- offer advice on safeguarding, welfare, and best practice

The aim is **improvement, not exclusion**, wherever possible.

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## 9. Non-Compliance & Sanctions

9.1 Where concerns arise, Esports Wales may:

- request remedial action
- impose conditions on affiliation
- suspend or withdraw affiliation

9.2 Serious concerns, particularly safeguarding issues, may result in:

- immediate suspension
- referral to appropriate authorities

All action will be:

- proportionate
  - documented
  - consistent with disciplinary and safeguarding procedures
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## 10. Use of Esports Wales Name & Branding

10.1 Affiliated clubs may:

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- describe themselves as “Affiliated to Esports Wales”

10.2 Branding use must:

- be accurate
  - not imply endorsement beyond affiliation
  - cease immediately if affiliation is withdrawn
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## **11. Data Protection & Information Sharing**

11.1 Clubs must:

- handle personal data lawfully
- respect confidentiality and privacy

11.2 Information may be shared where:

- safeguarding requires it
  - legal obligations apply
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## **12. Reporting Concerns**

Any concern relating to:

- safeguarding
- welfare
- serious misconduct

must be reported immediately in line with:

- **ESW 0206 Responding to Safeguarding Concerns Procedure**
- **ESW 0208 Reporting & Escalation Flowchart**



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### 13. Relationship to Other Policies

This policy must be read alongside:

- **ESW 1101 Schools Engagement Policy**
- **ESW 1102 Youth Participation Policy**
- **ESW 1103 Curriculum & Education Quality Policy**
- **ESW 1104 Online Learning Safety Policy**
- **ESW 0201–0209 Safeguarding Policies & Procedures**
- **ESW 0502 Player Eligibility & Registration Policy**

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### 14. Review

This policy shall be reviewed:

- annually
- following safeguarding or compliance incidents
- following changes in law, guidance, or delivery models

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### 15. Adoption

This Club Affiliation & Compliance Policy was approved by the Board of Directors of **Esports Wales CIC**.

**Date approved:** \_\_\_02/03/2026\_\_\_

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



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