



WEIGHTLIFTING WALES

CODI PWYSAU CYMRU

PREVIOUS EDIT BY:	Roger Sheridan October 2024
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LATEST REVIEW:	June 2026

Terms of Reference: Equality Diversity and Inclusion Committee

1. Role

The Equality Diversity and Inclusion Committee is established to advise the Weightlifting Wales Board and Executive Team on equality, diversity and inclusion matters to support the organisation's mission to develop and grow weightlifting as a sport and lifestyle that is open and welcoming to all.

More diverse participants provide a richer weightlifting experience for everyone, weightlifting is an experience that should be open to all. This committee will be working with the team at Weightlifting Wales, influencing and helping shape strategy and delivery across a broad range of activity.

As a small organisation that is powered mainly by volunteers, this committee needs to be innovative in its approach and work closely with the team to ensure recommendations are both deliverable and impactful.

The Equality Diversity and Inclusion Committee will operate within Weightlifting Wales's wider governance framework and will formally report to the Board.

The committee will work with the Head of Governance and Compliance and Business Support Officer to agree and oversee the delivery of actions and recommendations from the committee.

Equality, Diversity and Inclusion (EDI) in weightlifting is about ensuring fair treatment, challenging and removing barriers to participation and tackling prejudice and discrimination on the basis of an individual or group's protected and non-protected characteristics.

Equality: Ensuring there is fairness in our work, challenging discrimination and barriers to provide equality of opportunity within weightlifting

Diversity: Recognising, respecting and celebrating our differences. Promoting an environment and culture within the weightlifting community that welcomes and values diverse backgrounds, mindsets and experience

Inclusion: Creating an environment where people are valued and have equal access to opportunities and resources. This may include making reasonable adjustments to enable people's participation

2. Accountability

- 2.1 The Subcommittee is accountable to the Weightlifting Wales Board and shall report to the Board.

3. Responsibilities

- 3.1 Assist the board and executive team with continuous improvement of Weightlifting Wales's work, helping to ensure the organisation's delivery plans are open and inclusive
- 3.2 Lead on the development of an Equality, Diversity and Inclusion strategy and action plan for approval by the board
- 3.3 Support the implementation and delivery of the EDI Strategy and Action plan
- 3.4 Act as champions for Weightlifting Wales and for diversity and inclusion in weightlifting
- 3.5 Provide strategic and tactical advice and recommendations on issues relating to EDI, bringing in expertise and examples from outside weightlifting and the sports sector
- 3.6 The committee does not hold any financial delegation, unless specifically agreed by the board
- 3.7 For purposes of clarity, the Board retains the overall responsibility for Weightlifting Wales's EDI policies, processes and practices.
- 3.8 The EDIC's role is to make informed recommendations to the Board for the above.
- 3.9 At times, it may be appropriate for the Board to delegate authority to the EDIC to make specific decisions on behalf of the Board. Where this is the case, this delegation will be formally documented.

4. Membership

- 4.1 Weightlifting Wales Board Director.
- 4.2 Up to two additional Weightlifting Wales Board Directors appointed based on their EDI experience and knowledge.
- 4.3 Weightlifting Wales Head of Governance and Compliance/Business Support Officer.
- 4.4 Up to two individuals independent from the Weightlifting Wales Board with EDI expertise and /or lived experience.
- 4.5 Experts with specialist skills or knowledge can be invited to attend committee meetings as and when specific needs are identified.
- 4.6 The Board will appoint the Chair of the committee who will be an Independent Non-Executive Director.
- 4.7 The Chair of Weightlifting Wales will be entitled to attend any committee meeting.
- 4.8 The Weightlifting Wales board has the power to alter the composition of the committee and in line with Weightlifting Wales's policies on conduct and performance, to terminate the appointment of the chair or a member of the committee if necessary.
- 4.9 No person, except for the Head of Governance and Compliance/Business Support Officer, may serve on the committee for more than eight years.

5. Quorum

- 5.1 The quorum for the committee shall be 3 and must include a Weightlifting Wales board member or Head of Governance and Compliance/Business Support Officer.
- 5.2 When the Chair is not present the Weightlifting Wales board director will act as Chair.

6. Meetings

- 6.1 The committee shall deem as necessary how many times a year it meets (whether in person or via video/teleconference)
- 6.2 Unless otherwise agreed notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed must be forwarded to each member of the Subcommittee and any other person required or invited to attend at the same time.
- 6.3 The meetings shall be minuted. Decisions of the Subcommittee shall be taken by resolution and recorded in the minutes which will be supplied to the board for information.
- 6.4 The committee is empowered to invite third parties to attend and contribute to meetings.

- 6.5 The committee is responsible directly to the Weightlifting Wales Board.
- 6.6 All members of the committee are representing Weightlifting Wales and shall abide by Weightlifting Wales's rules, regulations and code of conduct.

7. Decisions

- 7.1 The scope of decision making by the Subcommittee is limited to supporting the Board in discharging its decisions in regard to EDI matters.
- 7.2 Where possible decisions are reached by consensus.
- 7.3 Where a consensual decision cannot be reached and as long as the meeting is quorate, a majority vote will decide the issue.
- 7.4 The EDIC Committee Chair will have a casting vote in the event of a tie.

8. Reporting to the Board

- 8.1 Minutes of the Subcommittee meetings will be presented to the subsequent Board meeting and the Chair of the Subcommittee will provide a report to the Board on any substantive or material matters and on any recommendations made by the Subcommittee.
- 8.2 The Board will ensure that decisions taken by the Board shall be fed back to the committee

9. Review

- 8.1 These Terms of Reference and the Subcommittee's effectiveness shall be reviewed at least every two years by the Board.