



Equality Policy

Approved: August 2024

Review Due: 2026

Equality Statement

Weightlifting Wales continues to be committed to making our sport accessible to participants from all social, ethnic, and minority backgrounds. We continue to implement initiatives to develop opportunities and reduce barriers for participation, enabling an environment that promotes equality, and which encourages individuals to develop and maximise their potential. It is of huge importance that all Weightlifting Wales staff and board non-executive directors, along with our members and volunteers, understand how they contribute to our Equality policy.

Policy Statement

Equality – linked to Diversity and Inclusion (D&I) is critical to Weightlifting Wales's purpose and strategic objectives. It is at the heart of building and maintaining the governing body's success across Wales, whereby a culture is created in which Diversity and Inclusion matters are valued and all Weightlifting Wales stakeholders are treated with dignity and respect.

It is widely recognised that sport has an important role to play in society. In this respect Weightlifting Wales has developed this Equality Policy to illustrate its commitment to the principles of equality of opportunity.

Weightlifting Wales endorses the principle of sports equality and will strive to ensure that everyone who wishes to be involved in Weightlifting, whether as staff, elite athletes, casual participants, team members, volunteers, coaches, office-bearers in clubs or those within Weightlifting Wales:

- has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality or sexual orientation (Referred to as

‘Protected Characteristics’ under the Equality Act 2010); and

Wales Weightlifting Federation Ltd

Equality Policy

Wales Weightlifting Federation Ltd, Canolfan Brailsford, Ffriddoedd Road, Bangor, LL57 2EH

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<http://www.weightlifting.wales/> Tel: (01248) 388194

- can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Legal obligations

Weightlifting Wales is required by law, not to unlawfully discriminate against its stakeholders and recognises its legal obligations under and will abide by the requirements of the Equality Act 2010 and any equivalent legislation (as amended) in any UK jurisdiction and any later amendments to such legislation or subsequent equality related legislation that may be relevant to Weightlifting Wales day-to-day activities.

Weightlifting Wales is committed to avoid and eliminate unfair discrimination of any kind in Weightlifting and will under no circumstances condone unlawful discriminatory practices. The organisation takes a zero-tolerance approach to harassment. Examples of the relevant legislation and the behaviours in question are given in the Appendix.

Positive action

The principle of sports Equality goes further than simply complying with legislation. It entails taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully.

Weightlifting Wales will therefore seek to institute, support or contribute to appropriate measures or initiatives that enable access to Weightlifting and participation in associated activities by people from any group that is under-represented in the sport or has difficulty accessing it.

The Weightlifting Wales staff and non-executive board of directors is committed to contributing to raising equality awareness and as such communicating policies and procedures linked to diversity and inclusion areas.

Implementation

This policy has been produced to try to prevent and address any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against stakeholders that may preclude them from participating fully in weightlifting and/or para-powerlifting. When any decision is made within Weightlifting Wales about an individual, the only personal characteristics that may be taken into account are those that are consistent with any relevant legislation and are relevant to the substance of the decision being made.

The following steps will be taken to publicise this policy and promote sports equality in Weightlifting:

- A copy of this document will be published on the Weightlifting Wales website.
- Weightlifting Wales Chair and Board Equality Champion will take overall responsibility for ensuring that the policy is observed.
- The Board will take full account of the policy in arriving at all decisions in relation to activities of the Weightlifting Wales.
- Weightlifting Wales will collaborate fully with any surveys or other initiatives designed to assess the level of participation of different sections of the community in Weightlifting and will take account of the findings in developing measures to promote and enhance sports equality in Weightlifting.
- Weightlifting Wales will provide access to training for all of its Board Members to raise awareness of both collective and individual responsibilities. All Weightlifting Wales accredited, and licensed coaches will be diversity and inclusion trained.
- It will be a condition of Weightlifting Wales licensed club membership that Weightlifting Wales clubs:
 - formally adopt this policy, or produce their own equality and diversity policy in terms that are consistent with it; and
 - take steps to ensure that their staff, members, and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action

- under the club's own policies and procedures;
- ensure that access to membership is open and inclusive; and
- support such measures and initiatives that Weightlifting Wales may institute or take part in to advance the aims of this policy.
- It will be a condition of Weightlifting Wales membership that both lifter and technical official members:
 - commit to act in accordance with this policy; and
 - support such measures and initiatives that Weightlifting Wales may institute or take part in to advance the aims of this policy.

Responsibility, Monitoring and Evaluation

The Weightlifting Wales staff and all Board members will be responsible for ensuring the implementation of this policy.

The Board will review all Weightlifting Wales activities and initiatives against the aims of the policy on an annual basis, and the Chair will report formally on this issue if required at the AGM. There is also an Equality, Diversity, and Inclusion Sub Committee in place, with such members aiming to meet as and when required when such equality matters arise amongst the governing body that needs action on. Other than that, bi-annually meetings will likely take place to provide the sub-committee with updates.

The dedicated Board Equality Champion will review any measures or initiatives that Weightlifting Wales may institute or take part in to promote and enhance sports equality in Weightlifting/Para-Powerlifting, and will report such findings formally to the rest of the board.

The Business Support Officer will review the policy itself at intervals of no more than three years (or when necessary due to changes in legislation) and will report with recommendations to the board and/or the Equality, Diversity, and Inclusion Sub Committee for approval.

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Complaints and compliance

Weightlifting Wales regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Appendix as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any stakeholder who unlawfully discriminates against, harasses, bullies or victimises any other person. Appropriate disciplinary action will be taken against any employee, member or volunteer who violates the Weightlifting Wales Equality Policy.

Any person who believes that he or she has been treated in a way that they consider to be in breach of this policy by a member club, individual member or corporate member of Weightlifting Wales, should first complain to that person or organisation. If this does not resolve the matter, or in the case of allegations of discriminatory behaviour against Weightlifting Wales itself, the person may raise the matter by writing to the Weightlifting Wales Business Support Officer – hannah.powell@weightlifting.wales AND/OR admin@weightlifting.wales , or directly to the Chair: chair@weightlifting.wales

The Business Support Officer or Chair will either investigate the complaint or refer this to the Board Equality Champion. The investigation will be conducted impartially, confidentially, and without avoidable delay. Any person or organisation against whom a complaint has been made will be informed of what is alleged and given the opportunity to present their side of the matter.

The outcome of the investigation will be notified to the parties in writing and reported to the Weightlifting Wales Board. If the investigation reveals unacceptable discriminatory behaviour on the part of an individual member, supplier or corporate partner, or a Weightlifting Wales licensed club, the Board may impose sanctions on that person or organisation in line with the related Weightlifting Wales HR policies and procedure and wider constitution. Sanctions may range from a

written reminder concerning future conduct up to and including temporary or permanent expulsion from Weightlifting Wales membership. In deciding what sanction is appropriate in a particular case the Board will consider the severity of the matter and take account of any mitigating circumstances.

Where the violation of the Equality Policy by way of harassment, victimisation or discrimination amounts to a criminal offence, the appropriate authority will be informed.

In the event that an individual or organisation associated with Weightlifting Wales is subject to allegations of unlawful discrimination in a court or tribunal, the Weightlifting Wales Board will co-operate fully with any investigation carried out by the relevant lawful authorities and, subject to the outcome, may consider taking action as above in relation to the matter concerned.

Linked Policies and Procedures

Anti-Bullying and Harassment Policy
Disciplinary policy and procedure
Complaints Policy
Recruitment and Selection Policy
Safeguarding Children Policy
Safeguarding Adults at Risk Policy
Safeguarding Adults at Risk Procedure

APPENDIX – Relevant legislation and forms of unacceptable discrimination

Legal rights

Discrimination has been legally defined through a series of legislative acts, including the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act and the Equality Act 2006.

In April 2010, the Equality Act 2010 received a Royal Assent. The Equality Act 2010 is a law which harmonises where possible, and in some cases extends protection from discrimination. It applies throughout the UK and came into force in October 2010.

Discrimination refers to unfavourable treatment on the basis of particular characteristics, which are known as the ‘protected characteristics’. Under the Equality Act 2010, the protected characteristics are defined as age (employment only until 2012), disability, gender reassignment, marital or civil partnership status (employment only), pregnancy and maternity, race (which includes ethnic or national origin, colour or nationality), religion or belief, sex (gender) and sexual orientation.

Under the Equality Act 2010, individuals are protected from discrimination ‘on grounds of’ a protected characteristic¹. This means that individuals will be protected if they have a characteristic, are assumed to have it, associate with someone who has it or with someone who is assumed to have it.

Forms of discrimination and discriminatory behaviour include the following: Direct discrimination

Direct discrimination can be described as less favourable treatment on the grounds of one of the protected characteristics.

Indirect discrimination

Indirect discrimination occurs when a provision, criterion or practice is applied to an individual or group that would put people of a particular characteristic at a particular disadvantage compared with other persons.

Discrimination arising from disability

When a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified, this is unlawful. This type of discrimination only relates to disability.

Harassment

Harassment is defined as unwanted conduct relating to a protected characteristic that has the purpose or effect of violating a person's dignity, or which creates an intimidating or hostile, degrading, humiliating or offensive environment for that person. Such behaviour is unacceptable and cannot be excused on the grounds that the harasser did not intend it.

Victimisation

It is unlawful to treat a person less favourably because he or she has made allegations or brought proceedings under the anti-discrimination legislation, or because they have helped another person to do so. To do so would constitute victimisation.

Bullying

Bullying is defined as a form of personal harassment involving the misuse of power, influence or position to persistently criticise, humiliate or undermine an individual.

¹ The exception to this is pregnancy and maternity, which does not include protection by association or assumption – a woman is only protected from discrimination on grounds of her own pregnancy.

