

WTSF – P.0004v3

Equality, Diversity and Inclusion Policy

Document Control protocol:

Document type	WTSF – P.0004v3 Equality, Diversity and Inclusion Policy
Document owner	WTSF Board
Lead contact	WTSF Chair
Document status	Approved
Version number	v3
Approved by	WTSF Board 22 nd Jan 2024
Date of publication	22 nd Jan 2024
Date of scheduled review	22 nd Jan 2026
Date of original publication	22 nd Jan 2024
Revision frequency	2 Years
Superseded documents	Equality & Inclusion Policy (2019), Equality, Diversity and Inclusion Policy v2 & v1
Associated documents	WTSF Gender Reassignment Policy, WTSF GDPR Policy, WTSF Complaints Policy, WTSF Whistleblowing Policy, Codes of Practice, Good Practice Guides



FFEDERASIWN SAETHU
TARGEDAU CYMRU
WELSH TARGET
SHOOTING FEDERATION

WTSF Equality, Diversity and Inclusion Policy

1 Introduction

1.1 Leadership in ED&I Advocacy:

WTSF aspires to set a precedent in championing equality, diversity, and inclusion throughout its sphere of influence, fostering not only equitable practices within the organization but also in collaboration with its partners.

1.2 Promoting Fairness and Respect:

At WTSF, equality signifies a commitment to fairness and respect. The organization ensures individuals are shielded from unfair treatment based on their characteristics, providing equal opportunities, and proactively addressing barriers to unlock the potential of each individual.

1.3 Celebrating Diversity for Innovation:

Diversity, at WTSF, is more than recognition; it's about acknowledging, respecting, and celebrating differences. By actively engaging everyone and leveraging diverse talents, the organization promotes creativity and innovation for superior results.

1.4 Creating an Inclusive Environment:

Inclusion, for WTSF, is the art of cultivating a welcoming environment where every individual feels valued and can authentically express themselves.

1.5 Commitment to Harassment-Free Environment:

WTSF is unwavering in its commitment to providing a harassment-free environment, devoid of discrimination, for both its employees and participants. This commitment is outlined in the organization's Bullying, Harassment, Discrimination & Victimization Policy.

WTSF Bullying, Harassment, Discrimination & Victimization Policy.

2 Core Principles

2.1 Equity and Inclusion in Sport at WTSF:

The essence of ED&I at WTSF lies in promoting fairness in sports, ensuring equal access, and actively recognizing and addressing any existing inequalities.

2.2 Cultivating a Welcoming Sporting Environment:

ED&I at WTSF is dedicated to creating a sports culture and structure that is not only inclusive but also welcoming, supportive, and accessible to all members of society.

2.3 Unlocking Potential Through ED&I:

At WTSF, ED&I is geared towards empowering every individual to leverage their unique talents and realize their full potential within the sporting community.

2.4 Collective Responsibility for Inclusivity:

ED&I extends beyond WTSF's organizational role; it encompasses the collective responsibility of both the organization and individuals to actively challenge discriminatory practices and champion inclusivity.

3 WTSF ED&I Objectives

3.1 Objective for Comprehensive ED&I Integration:

Strive for positive change by ingraining equality, diversity, and inclusion seamlessly into all facets of WTSF systems, programs, policies, activities, strategies, and plans.

3.2 Mandatory ED&I Awareness Training:

Mandate comprehensive ED&I awareness training for all WTSF Board Members, Staff, coaches, and athletes to foster a culture of understanding and inclusivity.

3.3 Promoting Diversity in Sporting Excellence:

Foster a more diverse and inclusive team within the sport, aiming to produce a wider array of champions and medalists than ever before.

3.4 Enhancing Diversity in Leadership:

Actively work towards enhancing the diversity of leadership within the WTSF Board, Staff, and contractor roles to reflect a broader range of perspectives and experiences.

3.5 Senior-Level Responsibility for Equality and Diversity:

Establish a clear framework where responsibility and accountability for equality and diversity are firmly placed at the highest levels within the organization. The WTSF Board of Management should be accountable, with the CEO/Chairperson taking on the responsibility for the effective deployment of ED&I policies.

3.6 Equal Treatment Across the Board:

Ensure that every individual, including job applicants, employees, volunteers, and members, receives fair and equitable treatment, devoid of bias, based on age, disability, gender, gender reassignment, marriage/civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation.

4 Legislation

4.1 In order to fulfil its legal obligations, the WTSF Equality, Diversity and Inclusion Policy complies with the Equality Act 2010 and any other relevant legislation.

5 Types of Discrimination (Equality Act 2010)

5.1 Direct Discrimination

- Occurs when someone is treated unfairly due to a protected characteristic they have or are perceived to have, or because they associate with someone possessing a protected characteristic.

5.2 Discrimination by Association

- Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment, and sex.
- Involves direct discrimination against an individual because of their association with someone who has a protected characteristic.

5.3 Perception Discrimination

- Applies to age, race, religion or belief, sexual orientation, disability, gender reassignment, and sex.
- Involves direct discrimination based on others' perception that an individual possesses a particular protected characteristic, even if untrue.

5.4 Indirect Discrimination

- Applies to age, race, religion or belief, sex, sexual orientation, marriage and civil partnership, disability, and gender reassignment.
- Occurs when a seemingly neutral provision, criterion, or practice disproportionately disadvantages individuals with a protected characteristic, unless justified as a proportionate means of achieving a legitimate aim.

5.5 Harassment

- Involves unwelcome conduct that violates dignity or creates a hostile environment.
- Examples include unfair rejection of suitable work leading to the forfeiture of statutory redundancy payment entitlement.

5.6 Harassment by Others

- Applies to age, disability, gender reassignment, race, religion or belief, sex, and sexual orientation.
- Includes an employer's failure to take reasonable steps to protect an employee from persistent third-party harassment.

5.7 Victimisation

- Occurs when a person is treated unfairly due to making or supporting a complaint under the Equality Act.
- Protection against victimisation does not apply if the complaint is malicious or untrue.

5.8 Hate Crime

- Involves crimes motivated by prejudice based on ethnicity/race, religion, sexual orientation, disability, or trans status.
- Typically includes violent acts driven by discriminatory attitudes.

6 Protected characteristics (Equality Act 2010)

- 6.1 Protected Characteristics Overview: Having a protected characteristic grants the right not to face unfair treatment or disadvantage due to that characteristic. The listed protected characteristics include:
- 6.1.1 Age: The Act safeguards people of all ages. Different treatment based on age is not considered unlawful discrimination if it can be justified as a proportionate means of meeting a legitimate aim.
 - 6.1.2 Disability: The Act simplifies the process for individuals to establish disability and protection from disability discrimination. A person is disabled if they have a physical or mental impairment substantially and long-term affecting normal day-to-day activities. Indirect discrimination covers disabled individuals, and employers are generally prohibited from inquiring about a candidate's health before offering employment.
 - 6.1.3 Sex: Both men and women are protected under the Act.
 - 6.1.4 Gender Reassignment: The Act provides protection for trans people, defined as those proposing to, starting, or completing a process to change their gender.
 - 6.1.5 Marriage and Civil Partnership: The Act safeguards individuals who are married or in a civil partnership against discrimination, with single people not covered.
 - 6.1.6 It is discriminatory to treat trans people less favourably for being absent from work because they propose to undergo, are undergoing or have undergone gender reassignment than they would be treated if they were absent because they were ill or injured.
 - 6.1.7 Pregnancy and Maternity: Women are protected against discrimination due to pregnancy and maternity during this period. Such discrimination cannot be treated as sex discrimination.
 - 6.1.8 Race/Ethnicity: 'Race' includes color, nationality, and ethnic or national origins under the Act.
 - 6.1.9 Religion or Belief: The Act protects employees or jobseekers of any religion, lack of religion, or belief. Criteria for protection include a clear structure, belief system, and substantial impact on human life. Discrimination because of religion or belief can occur even where both the discriminator and recipient are of the same religion or belief.
 - 6.1.10 Sexual Orientation: The Act protects bisexual, gay, heterosexual, and lesbian individuals.

7 Implementation

- 7.1 Enhanced Equality Initiatives: The WTSP commits to a comprehensive approach to foster inclusivity and equality:

- 7.1.1 Partnership Building:**
Forge and nurture partnerships with key equality organizations to inform, support, and enhance the implementation of this policy.
- 7.1.2 Strategic Planning:**
Agree upon actions within our annual plan, allocating specific roles, responsibilities, and resources while setting targets.
- 7.1.3 Transparent Communication:**
Distribute this policy document to all staff, members, and volunteers of WTSP, integrating it into recruitment and subsequent induction processes.
- 7.1.4 Collective Responsibility:**
Ensure that all employees and volunteers respect, act in accordance with, and support the spirit and intentions of the policy.
- 7.1.5 Non-discriminatory Practices:**
Guarantee that employment practices are non-discriminatory.
- 7.1.6 Fair Job Requirements:**
Ensure no job applicant is disadvantaged by unnecessary requirements or conditions, avoiding unfair discrimination.
- 7.1.7 Barrier Elimination:**
Adopt a planned approach to eliminate discriminatory barriers.
- 7.1.8 Fair Appointments:**
Appoint consultants, agents, and advisors fairly and equally, ensuring their commitment to equality and diversity principles.
- 7.1.9 Comprehensive Policy Integration:**
Consider this policy in all Board, governance, policy, recruitment, communications, marketing, events, development, and performance-related decisions.
- 7.1.10 Inclusive Surveys and Collaboration:**
Conduct surveys and collaborate with initiatives assessing community participation in sports, integrating findings into measures promoting sports equality.
- 7.1.11 Awareness Training:**
Provide training for board members, staff, key volunteers, and athletes to raise awareness of collective and individual responsibilities.
- 7.1.12 Member Support:**
Collaborate with members to encourage the adoption of policies and procedures supporting equality of opportunity for all members, staff, and volunteers.
- 7.1.13 Inclusive Communication:**
Implement an inclusive communications approach, promoting positive images and content related to diverse groups across various publications and formats.
- 7.1.14 Information Dissemination:**
Publish and disseminate information on sports and outdoor pursuits programs promoting equality and diversity.

7.1.15 Targeted Partnerships:

Establish links with appropriate partners to target specific audiences, promoting the use of women, ethnic and culturally diverse individuals, and people with disabilities as role models in sports and outdoor pursuits where appropriate.

8 Monitoring and Evaluation

- 8.1 The WTSF will regularly monitor and evaluate the policy, practices, procedures and operations on an ongoing basis, and will inform employees and members of the impact of this Equality and Diversity Policy annually.
- 8.2 The Board will have overall accountability for the implementation of this Equality and Diversity Policy and Procedure. The CEO/Chairperson will have overall responsibility for its implementation.

9 Reporting

- 9.1 WTSF Staff – There are several established methods in place to enable the reporting of ED&I concerns within the staff population. These include, raising concerns with a Line Manager, through the WTSF Staff Grievance process, through the WTSF Complaints process or raising concerns through the WTSF Whistleblowing process. **(see relevant WTSF Policies)**
- 9.2 WTSF Stakeholders – There are several methods of raising an ED&I concerns with the WTSF, these include, raising a concern directly with a member of WTSF Staff, raising concerns through the WTSF Complaints process or through the WTSF Whistleblowing process. **(See relevant WTSF Policies)**