



SAETHU CYMRU
WELSH SHOOTING

Equity, Diversity and Inclusion Policy

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Document Overview	
Purpose	Set out Welsh Shooting's approach to promoting equity, diversity and inclusion, and establishing clear expectations for behaviour, culture and accountability.
Applies to:	This policy applies to all individuals associated with Welsh Shooting, including employees, Board members, volunteers, athletes, contractors, and suppliers.
Related policies and documents:	Explicit links - Code of Conduct, Disciplinary Policy, Whistleblowing Policy, Complaints Policy, Safeguarding Policy We understand this policy relates to all Welsh Shooting Policy and Procedures

1. Purpose and Strategic Alignment

Welsh Shooting is committed to creating a sport and organisation where everyone is welcomed, valued, and able to participate fully. This policy sets out our approach to equity, diversity and inclusion, ensuring that these principles are embedded in every aspect of our work and culture.

This commitment is central to the *Hit Your Mark Strategy 2026–2030*, which places inclusivity, integrity, community and respect at the heart of Welsh Shooting. The strategy establishes a clear vision to be a force for inclusivity and to empower every individual to thrive, supported by values that prioritise access, respect and participation for all.

Welsh Shooting is an active participant in the *Moving to Inclusion Framework* and is currently engaged in Cohort 3 of the programme. Through mentoring, self-assessment, reflection, and continuous improvement activities, Welsh Shooting is working to strengthen equity, diversity, inclusion, and accessibility across all areas of the organisation. The framework supports our commitment to identifying barriers, improving practice, and creating a sport where everyone can participate, contribute, and thrive.

This policy should be read alongside all Welsh Shooting governance documents, with specific reference to the Complaints Policy, Disciplinary Policy, Safeguarding Policies, Code of Conduct, and Whistleblowing Policy.

2. Our Commitment

Welsh Shooting is committed to creating and maintaining an environment where everyone is treated with dignity, respect, and fairness. Bullying, harassment, discrimination, victimisation, and any other form of inappropriate behaviour are incompatible with our values and will not be tolerated.

All concerns will be taken seriously, investigated appropriately, and addressed in accordance with Welsh Shooting policies and procedures. Where concerns are substantiated, Welsh Shooting will take prompt and proportionate action. Depending on the circumstances, this may include disciplinary action, removal from positions of responsibility, exclusion from programmes, activities or events, termination of contracts or memberships, and referral to relevant regulatory, safeguarding, or law enforcement bodies.

This policy operates alongside the Welsh Shooting Code of Conduct and Disciplinary Policy, which set out expected standards of behaviour and the consequences of failing to meet them.

Through this policy and its supporting procedures, Welsh Shooting aims to ensure that concerns are addressed consistently, fairly, and transparently.

3. Culture and Expectations

Welsh Shooting expects all individuals involved in the organisation to contribute positively to a culture that reflects a sense of belonging, dignity, respect and consideration.

These expectations are reinforced through the Welsh Shooting Code of Conduct, which applies to all members, staff, volunteers, participants and teams around the athletes. Together, these documents establish a clear framework for behaviour and accountability.

Creating an inclusive environment is a shared responsibility. Individuals are expected to act in accordance with this policy and to challenge or report behaviour that undermines it. Where concerns arise, these should be addressed through the Complaints Policy or, where appropriate, the Whistleblowing Policy.

Inclusion is not passive; it requires conscious and consistent action from everyone involved in Welsh Shooting.

4. Equity and Legal Framework

This policy should be read alongside all applicable legislation, regulatory requirements, and Welsh Shooting policies. It does not replace, limit, or supersede any legal obligations. Where there is any conflict between this policy and a legal obligation, the legal obligation will take precedence.

Welsh Shooting is committed to meeting its obligations under the Equality Act 2010 and all relevant legislation and to ensuring that no individual is treated unfairly or disadvantaged on the basis of a protected characteristic.

Protected characteristics are defined by the Equality Act 2010 and include age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

This policy aligns with and supports Welsh Shooting's Safeguarding Policy, recognising that equity, inclusion and safeguarding are closely interconnected in creating a safe and supportive environment for all participants.

5. Roles and Responsibilities

The responsibility for equity, diversity and inclusion sits at all levels of Welsh Shooting.

The Board and senior leadership are responsible for setting the tone, ensuring alignment across policies, and embedding equity and inclusion into governance and decision-making. They also oversee the effective implementation of this policy alongside related procedures, including Complaints, Disciplinary and Safeguarding processes.

All individuals are responsible for acting in accordance with this policy and the wider framework of Welsh Shooting policies, including the Code of Conduct. Failure to meet these responsibilities may result in action under Welsh Shooting's Disciplinary or Complaints procedures.

6. Implementation and Creating an Inclusive Culture

Welsh Shooting is committed not only to preventing discrimination, but to actively creating a culture where inclusion is understood, valued and consistently demonstrated.

This will be achieved through a proactive and structured approach aligned to the *Hit Your Mark Strategy*, ensuring that equity, diversity and inclusion are embedded across all areas of our work.

Welsh Shooting will:

- Ensure that Board members and staff undertake regular equity, diversity and inclusion training to build awareness, confidence and capability
- Promote inclusive behaviours and values through leadership, communication and visible role-modelling
- Support members, clubs and partners to adopt inclusive practices and improve access to the sport
- Review policies, practices and decisions to identify and remove barriers to participation and progression
- Encourage open and constructive dialogue, creating safe spaces where individuals feel able to share experiences and raise concerns
- Celebrate diversity within Welsh Shooting, recognising and promoting the contribution of individuals from all backgrounds
- Embed the use of Equality Impact Assessments across all aspects of the organisation
- Make reasonable adjustments, where appropriate, to reduce barriers to participation, employment, volunteering, and engagement with the organisation
- Participate in the Moving to Inclusion Framework, including completion of the self-diagnostic process, engagement with mentoring and support programmes, and implementation of actions identified through continuous improvement planning

Through these actions, Welsh Shooting aims to create an environment that reflects its strategic commitment to respect, access, community and inclusion.

7. Raising Concerns

Welsh Shooting encourages individuals to raise any concerns relating to discrimination, harassment, bullying, victimisation or unacceptable behaviour.

Concerns should be raised through the appropriate Welsh Shooting processes, including:

- The Complaints Policy

- The Staff Grievance Procedure (where applicable)
- The Whistleblowing Policy

These policies and processes provide clear routes for reporting, investigating and resolving concerns. All concerns will be handled seriously, fairly and in line with these procedures.

8. Breaches and Accountability

Breaches of this policy will be managed in accordance with the Welsh Shooting Disciplinary Policy, and where relevant, the Complaints and Safeguarding procedures.

Appropriate action will be taken depending on the nature and seriousness of the breach, in accordance with the relevant policy.

This approach ensures consistency, fairness and accountability across all cases.

9. Monitoring and Review

Welsh Shooting will monitor the effectiveness of this policy and ensure it remains aligned with best practice, legal requirements and strategic priorities.

Welsh Shooting will, where appropriate, monitor participation, representation and feedback to assess progress in equity, diversity and inclusion.

This policy will be reviewed alongside other key governance documents to ensure a consistent and coordinated approach.

Appendix A - Accompanying Statement

Welsh Shooting is proud to be shaping a sport that reflects the values of modern Wales: open, inclusive and respectful.

Our *Hit Your Mark Strategy* makes clear that inclusivity, respect and access are fundamental to our future. This policy strengthens that commitment by setting clear expectations for behaviour and culture across our organisation.

We are clear that bullying, harassment, discrimination, victimisation, and other forms of inappropriate behaviour have no place within Welsh Shooting. Such behaviour is incompatible with our values and expectations and will not be tolerated. All concerns will be taken seriously, investigated appropriately, and addressed in accordance with Welsh Shooting policies and procedures. Where concerns are substantiated, Welsh Shooting will take prompt and proportionate action.

At the same time, we recognise that inclusion is not only about preventing negative behaviour; it is about actively creating a positive environment where everyone feels welcome, valued and able to contribute.

We all have a role to play in achieving this. Every individual associated with Welsh Shooting is expected to contribute positively to an environment that promotes dignity, respect, inclusion and opportunity for all.