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EQUALITY, DIVERSITY, DISCRIMINATION & INCLUSION POLICY

Introduction

WSFA is committed to the values of equality, diversity, inclusion in our associations and among our affiliated members and will act against unfair or unlawful discrimination.

Given the unique relationship we have with affiliated schools, associations and districts we have a responsibility to set and apply such standards and values expected within all WSFA competitions, festivals, fixtures and activities.

The purpose of this policy is to ensure:

1. Equality, fairness and respect in all our procedures and activities.

2. WSFA adhere to the principles of the Equality Act 2010 and the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation.

3. WSFA oppose and avoid all forms of unlawful discrimination. This includes WSFA affiliated activities at national and international level, such as competitions, fixtures, festivals, adherence or breaches to our policies and dealing with officers , managers, coaches parents/carers and players, discipline and appeals.

Implementation

WSFA commits to:

4. Encourage equality, diversity and inclusion in everything we do.

5. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.

6. Recognise and value individual differences and contributions.

Visibility

7. Each association should have in place and endorse this document or one similar, make it known to all of its members eg officers, managers, coaches, players and parents/carers for their awareness of their responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of this policy.

9. This policy will be published on WSFA website.

Commitments & Actions

10. If possible, WSFA will provide information, materials to assist in the operation of this policy.

11. Immediately support associations and districts in addressing issues and complaints about discrimination or a breach of this policy.

12. WSFA will ensure investigations will be fair and considered in line with existing disciplinary policy and procedure, should this be needed.

The WSFA encourages all affiliated schools, districts and associations, to ensure their affiliated players, representative squads and all volunteers conduct and act appropriately in all contexts of their representation.