

WELSH MASTERS ATHLETICS LIMITED

Equality, Diversity and Inclusion policy

Date: 16 December 2020

Purpose

The purpose of this policy is to set out in unequivocal terms the company's approach to equality, diversity and inclusion. WMAL is committed to being fair, inclusive and embracing the diversity of all athletes, officials, volunteers and others in the wide athletic community. This is for the good of all athletics and communities.

Scope

In everything it does WMAL aspires to be fair, open and transparent. It will endeavour to embrace different viewpoints. It will treat everyone with respect.

This policy is for every member of WMAL to understand and implement, and encourage non-members to follow.

This includes, but is not limited to, those who share a protected characteristic as identified in the Equalities Act 2010, for example – race and ethnicity, age, disability, gender.

Within athletics there are certain given requirements for fair competition (such as age), and WMAL does not intend to try to change these. Further, as it does not own its own premises, it can only work within those which are available even if they fall short of ideal. In these and other respects it is not in control of every aspect of its activities, and this has to be accepted.

Responsibility

As WMAL is a voluntary organisation, it is the responsibility of all members to encourage compliance with the policy, and familiarise themselves with best practice. It is the attitudes of our members which are crucial in delivering this policy.