Basketball Wales – Equality and Diversity Policy

Introduction

At Basketball Wales we believe that Everyone Deserves a Shot. We are committed to making basketball in Wales welcoming and accessible for all. Over the lifetime of our 2024–2030 Strategy, Equality, Diversity and Inclusion (EDI) is one of our five strategic pillars, and we mean to live it in everything we do. This policy explains what we stand for, what we must do legally, and how we expect everyone involved with Welsh basketball to behave and raise concerns when needed.

Our Purpose

We want a Wales where playing basketball is open to everyone, paying due regard to background and identity. We aim to break down barriers, encourage diverse talent, and foster inclusive environments from parks and schools to national teams. Our commitment to EDI is not optional; it supports our mission, strengthens communities, and makes the game better for all players, coaches, officials and supporters.

Legal Duties and Responsibilities

Under the Equality Act 2010 we have a legal duty not to discriminate unfairly on grounds such as age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity, and marriage and civil partnership. We must also ensure that when we carry out our functions we have “due regard”
to eliminating discrimination, promoting equality of opportunity, and fostering good relations between different groups. These groups are protected as they have historically been excluded, marginalised and discriminated against.

We are required to take these duties seriously in all of our operations – for example in recruitment, selection of officials, the way we run events, the way we fund and support clubs, and how we engage with communities. Failure to meet our obligations under the law can result in legal challenge, reputational damage, and loss of trust. But more than that, it undermines our goal of being socially inclusive, a goal at the heart of Everyone Deserves a Shot.

Scope

This policy applies to all individuals and organisations associated with Basketball Wales: staff, members, volunteers, clubs, contractors, partners, coaches, players, officials, and any third parties working under the auspices of Basketball Wales.

Principles

We expect that everyone will be treated with dignity and respect. No form of discrimination, harassment, victimisation or bullying will be tolerated. We recognise that different people may face different barriers, and we commit to being flexible, listening, and adapting to meet diverse needs. We seek to advance equality of opportunity, not by treating everyone identically, but by removing unfair obstacles and supporting fair access.

We also believe that inclusion means more than absence of discrimination. It means actively creating conditions in which people feel welcome, valued, safe to contribute, and able to reach their potential. We want diversity of voices and identities across our governance, leadership, referees, coaching staff, programmes, and participants.

Responsibilities

Everyone involved with Basketball Wales has a responsibility for making this policy real. Our Board are ultimately responsible for this policy, and our staff are accountable for its delivery. The Board must give clear direction, allocate resources, and hold the organisation accountable. Staff and volunteers should be supported, trained, and encouraged to embed EDI in decisions, planning and delivery. Clubs, members and

partner organisations should align their own policies and practices with this one, and model inclusive behaviour. We will maintain an EDI Committee to support all stakeholders with decision making and implementation.
We will monitor how well we are doing through regular reporting at quarterly board meetings, data collection (where lawful and appropriate), feedback, and review of our processes. We commit to transparency about progress, shortcomings and learning.

Handling Complaints and Reports

If anyone feels they have been discriminated against, harassed, or treated unfairly because of a protected characteristic, or believes that EDI standards are not being upheld, they should feel able to speak up. We encourage informal resolution where possible, but we also provide formal routes through this policy, and our Grievance and Whistleblowing Policies. We encourage witnesses of any harassment or discriminatory behaviour to speak up.
Reports or concerns can be raised via one of the following email addresses: **safeguarding@basketball.wales** or **EDI@basketball.wales**. Every concern will be taken seriously, handled sensitively, with confidentiality where possible, and without fear of retaliation. If needed, the matter may trigger our safeguarding or disciplinary procedures or may involve external authority when the situation demands.

Support, Training and Review

We will provide training, guidance and resources on equality, diversity and inclusion for all staff, volunteers, clubs, coaches and officials. We will update our training regularly to reflect new insight and emerging challenges. As the 2024-2030 Strategy unfolds, we will review this policy at least every three years (or more often if legislation or good practice changes).
We will also integrate equality impact assessments in our planning so that we consider in advance how new programmes, policies or decisions may affect different groups. Where unintended negative effects appear, we will act to mitigate them.

We will continue to communicate our commitment to equality via our members, clubs, social media and website, including any updates to policies and processes, postiive action, reporting mechanisms and learning and development opportunities. We will also seek external support and scrutiny from stakeholders across Wales.

Culture and Continuous Improvement

We understand that culture change takes time. We will encourage honest dialogue, listening to people's lived experience, and learning from mistakes. We will celebrate progress and acknowledge where change is still needed. We expect leadership at every level to model inclusive behaviour, challenge exclusion, and champion the idea that Everyone Deserves a Shot.

Conclusion

Equality, Diversity and Inclusion is not a side issue for Basketball Wales. It is a strategic pillar of our plan and central to our identity. We commit to doing the work, facing tough challenges and improving over time. We ask every participant, club, partner or stakeholder to share that commitment so together we make basketball in Wales open, fair and inspiring for all.

More Information

For more information, please contact **EDI@basketball.wales.**