

Surf Life Saving Association of Wales – Equality, Diversity and Inclusion Policy

Purpose

Our organisation is committed to promoting equality, diversity, and inclusion within the sporting community. This policy outlines our commitment to creating an environment where everyone, regardless of their background, can participate, excel, and contribute to the success of Surf Life Saving

Scope

This policy applies to all athletes, coaches, staff, volunteers, and stakeholders associated with our organisation.

Principles

1. **Equality:** We believe in treating everyone fairly and without discrimination. We promote equal opportunities for all, regardless of race, ethnicity, gender, age, disability, sexual orientation, religion, or any other protected characteristic.
2. **Diversity:** We celebrate diversity and recognise that our strength lies in our differences. We actively seek to include individuals from various backgrounds, cultures, and experiences.
3. **Inclusion:** We strive to create an inclusive environment where everyone feels welcome, respected, and valued. We actively challenge barriers and promote participation for all.

Commitments

1. Diverse and Inclusive Teams

- We will actively recruit and retain athletes, coaches, and staff from diverse backgrounds.
- We will provide equal opportunities for participation and progression within our sport.
- We will address any discriminatory behaviour promptly and take appropriate action.

2. Leadership and Representation

- We will promote diversity in leadership positions within our organisation.
- We will encourage underrepresented groups to take on leadership roles.
- We will collaborate with national and international sports bodies to increase diversity in decision-making positions.

3. Inclusive Programs

- We will provide sporting opportunities that cater to a wide range of abilities, ages, and backgrounds.
- We will ensure that facilities, equipment, and communication are accessible to all.
- We will actively engage with marginalised communities to promote sports participation.

4. Education and Training

- We will provide training to athletes, coaches, and staff on equality, diversity, and inclusion.
- We will raise awareness of unconscious bias and promote cultural competence.
- We will regularly review and update our policies to reflect best practices.

Implementation

- Our organisation's leadership will champion this policy and ensure its effective implementation.
- We will communicate this policy to all stakeholders and encourage their commitment.
- We will monitor progress, collect data, and report on our achievements annually.

Conclusion

By adhering to this policy, we aim to create a sporting environment where everyone feels valued, respected, and empowered to achieve their full potential.