



## Equality and Diversity Policy

Welsh Billiards and Snooker Association (The W.B.S.A.) as the governing body for the game in Wales, is responsible for setting standards and values to apply throughout the game at every level.

The W.B.S.A. are committed to confront and eliminate discrimination whether by reason of gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability and to encourage equal opportunities.

The W.B.S.A. are committed to promoting equality by treating people fairly and with respect, by recognising that inequalities may exist, by taking steps to address them and by providing access and opportunities for all members of the community.

The aim of this policy is to ensure that everyone is treated fairly and with respect and that snooker in Wales is equally accessible to them all.

The W.B.S.A in all its activities, will not discriminate, or in any way treat anyone less favourably, on grounds of social standing, gender, sexual orientation, marital status, race, nationality, ethnic origin, colour, religion or belief, ability or disability.

The W.B.S.A. will not tolerate harassment, bullying, abuse or victimisation of an individual, which for the purposes of this policy and the actions and sanction applicable is regarded as discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

The W.B.S.A. is committed to the development of a program of ongoing training and awareness raising events and activities to promote the eradication of discrimination within Snooker.

The W.B.S.A. is committed to a policy of equal treatment of all members and requires all members to abide and adhere to these policies and the requirements of all relevant, current equalities legislation.

The W.B.S.A. is committed to the immediate investigation of any claims, when it is brought to their attention, of discrimination on the above grounds and where such is found to be the case, a requirement that the practice stop, and sanctions imposed as appropriate.

We all have a role to play in levelling the playing field and improving the pathways into sport for those who remain socially excluded. The W.B.S.A. seeks to engage, involve, promote and develop people from all sectors of society as players, coaches, officials, administrators and leaders and hopefully as we progress in this process, we will embrace the extra commitment willingly because of the potential benefits for the existing and future membership of our organisation