

Equality Impact Assessment Outcome Document 2022 Commonwealth Games Selection Policy

A desktop assessment of the draft 2022 Commonwealth Games Selection policy was conducted by the internal management group and is attached below.

Summary

- The assessment found the policy to be inclusive with fixed performance standards providing an objective means of selection resulting in limited potential for discrimination based on the nine protected characteristics
- The Policy represents a **low risk** in terms of reputational or financial damage resulting from challenge due to discrimination or material disadvantage to being nominated based on our assessment of the impact of the nine protected characteristics.
- There were no recommendations for change to the selection policy arising from the EqIA.
- The following actions are recommended:

Actions

1. Ensure listed mitigation actions are put into place, especially data collection and monitoring of protected characteristics of those meeting selection standards.
2. Staff to ensure they are available in person and to provide written responses to deal with queries arising from the policy, and to be able to do so in Welsh as required.
3. The policy will be reviewed every 4 years

Equality Impact Assessment Checklist

Policy/programme:	Commonwealth Games Selection Policy
Date	6/10/20
Participants	Rob Sage, Adrian Palmer, Chris Jones, Adam Rattenberry, Stephen Bailey, Nathan Stephens

Age	Positive impact	<ul style="list-style-type: none"> • Neutral
	Negative Impact	<ul style="list-style-type: none"> • U20 athletes unable to compete in Marathon • U18 athletes unable to compete in 10,000m (plus Throws & Decathlon for Males)
	Justification: <ul style="list-style-type: none"> • World Athletics rule stipulations • 	Mitigation: <ul style="list-style-type: none"> • Other age appropriate competition opportunities available for these age groups
Disability	Positive impact	<ul style="list-style-type: none"> • integration of Para-athletes into nomination, selection and games preparation process.
	Negative Impact	<ul style="list-style-type: none"> • Not all events available to Para-athletes
	Justification: <ul style="list-style-type: none"> • Welsh Athletics has no control over which events are selected. • Other competition opportunities available 	Mitigation: <ul style="list-style-type: none"> • Welsh Athletics & DSW to lobby via UKA for increase in number of events
Gender reassignment	Positive impact	<ul style="list-style-type: none"> • none
	Negative Impact	<ul style="list-style-type: none"> • Transgender athlete participation is subject to World Athletics rules. There is no non-binary category within the selection policy.
	Justification: <ul style="list-style-type: none"> • Policy is dictated by World Athletics, CG Council for Wales & CG Federation policy. 	Mitigation: <ul style="list-style-type: none"> • Policy is purely standards based to minimise influence of any unconscious biases. Data will be collected and monitored.
Marriage & Civil Partnership	Positive impact	<ul style="list-style-type: none"> • Neutral
	Negative Impact	<ul style="list-style-type: none"> • Neutral
	Justification:	Mitigation: <ul style="list-style-type: none"> • Policy is purely standards based to minimise influence of any unconscious biases. Data will be collected and monitored.

Pregnancy & Maternity	Positive impact	<ul style="list-style-type: none"> • Neutral
	Negative Impact	<ul style="list-style-type: none"> • Neutral
	Justification:	Mitigation: Policy is purely standards based to minimize influence of any unconscious biases
Race & Ethnicity	Positive impact	<ul style="list-style-type: none"> • Selection is based entirely on standards – level playing field, no subjectivity.
	Negative Impact	<ul style="list-style-type: none"> • English only communication may impact those athletes and coaches with limited English ability to engage.
	Justification:	Mitigation: Policy is purely standards based to minimize influence of any unconscious biases. Data will be collected and monitored. Staff to make themselves available for question and answer to provide further detail and explanation as needed.
Religion or Belief	Positive impact	<ul style="list-style-type: none"> • Selection is based entirely on standards – level playing field, no subjectivity. Data will be collected and monitored.
	Negative Impact	<ul style="list-style-type: none"> • Neutral
	Justification:	Mitigation: Policy is purely standards based to minimize influence of any unconscious biases. Data will be collected and monitored.
Sexual Orientation	Positive impact	<ul style="list-style-type: none"> • Selection is based entirely on standards – level playing field, no subjectivity. Data will be collected and monitored.
	Negative Impact	<ul style="list-style-type: none"> • Neutral
	Justification:	Mitigation: Policy is purely standards based to minimize influence of any unconscious biases. Data will be collected and monitored.
Sex & Gender	Positive impact	<ul style="list-style-type: none"> • Selection is based entirely on standards – level playing field, no subjectivity. No quota for gender participation

	Negative Impact	<ul style="list-style-type: none"> • Neutral
	Justification:	Mitigation: Policy is purely standards based to minimize influence of any unconscious biases. Data will be collected and monitored.

Welsh Language	Positive impact	<ul style="list-style-type: none"> • Neutral
	Negative Impact	<ul style="list-style-type: none"> • English only communication may impact Welsh speaking athletes and coaches' ability to engage.
	Justification:	Mitigation: <ul style="list-style-type: none"> • Policy translated and made available bilingually.
Socio-Economic	Positive impact	<ul style="list-style-type: none"> • Selection is based entirely on standards – level playing field, no subjectivity. Financial support available to enable athletes on programme to compete and achieve standards. • All costs of participation if selected are covered.
	Negative Impact	<ul style="list-style-type: none"> • Neutral
	Justification:	Mitigation: Athletes and coaches to be informed of the potential costs and opportunities for funding to support participation.