gaelcon irish games association

Equality, Diversity, and Inclusion Policy

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Revision Number	0

Table of Contents

1.   Background – Who we are and what we do

For information on the Gaelcon Irish Games Association (hereafter referred to as The IGA), Refer to our Vision and Missions Statement and our website.

2.   Statement of Policy

This policy outlines The IGA stance on equality, diversity and inclusion (EDI).

The EDI Policy is based upon the principles and values expressed in the Code of Conduct and is relevant for members, volunteers and any attendees at IGA events. This Policy is based on our vision of an inclusive community with people from all walks of life.

The IGA ensures that its events, projects and external & internal processes conform with our values and the guiding statement and associated principles in our EDI policy. We take action to ensure equal participation by all people and communities in our work.

Concerns or complaints related to our EDI initiatives are taken seriously. We encourage open communication and invite individuals to express their feedback. If you wish to make a complaint regarding our EDI initiatives, please follow our designated complaints procedure outlined in our Complaints Policy.

This policy shall be amended as required and the Executive will review this policy as part of its organisation-wide policies review process outlined in the matrix for reviewing all IGA policies.

Staff, in this policy, refers to any Director, Exec member, or volunteer of The IGA, or any person acting in an official capacity as part of or on behalf of The IGA.

3.   Key EDI Principles

- We commit to non-discrimination in accordance with the Employment Equality Acts 1998–2015 and the nine grounds under the Equal Status Acts 2000 – 2018: gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

- We commit to striving for an environment where everyone is valued and given the support they require in volunteer work to ensure equity, and all differences will be attended to respectfully.

- We will make reasonable adjustments to accommodate people with disabilities or groups of people who may be disadvantaged in society and take positive measures to promote equality of opportunity.

- We commit to representing and supporting our members in such ways that demonstrate our commitment to EDI.

- We will use every opportunity to have a team of members and volunteers who foster and encourage equality, diversity and inclusion.

- We consider EDI across two domains of our organisation's work: volunteers and the events we deliver.

- We aim to prioritise accessibility in all our activities where possible, ensuring that our events, communications, and materials are accessible to individuals of all abilities. We will actively work to identify and eliminate barriers, making our organisation welcoming to everyone.

- We recognise the importance of cultural competence in creating a truly inclusive community. Our organisation is dedicated to promoting cultural competence among our members, volunteers, and staff. Where possible, we will provide training, resources, and opportunities for cross-cultural understanding to promote diversity of our community.

- We value the input of our community members and stakeholders and encourage individuals to share their thoughts, suggestions, and concerns related to our EDI initiatives via our 'Contact Us' page on the website.

- Attract, support, and develop a culturally diverse and competent volunteer base.

- Endeavor, through our day-to-day work, to use evidence to inform decisions and best practices around diversity and inclusion.

- Seek to work in partnership with organisations to promote diversity, equity and inclusion.

4. Policy Implementation

This is intended to be an 'Action Learning' policy where all aspects of it embody the learning-by-doing principle. The IGA already demonstrates good practice in EDI in many places and spaces in its work. Through having a formal EDI Policy in place, practical ways to enhance current practice will continue to be considered and implemented – both as part of our regular planning and reporting, as well as having been put in place specifically as a result of an EDI perspective.

- The communication of this policy is done at induction time for new staff and volunteers and the policy placed on our website and membership folders. It will be specifically and intentionally focused on at a quarterly meeting at least once per year.

- The IGA's EDI Policy and action plans, as well as learnings and our process will be shared with our members on The IGA website. This keeps our members updated and enables both The IGA and our members to share experience and learning as a guide for each of our organisation's EDI policy development.

- Responsibility for implementation is delegated to the Executive and through them, to all volunteers.

- An external service provider may be contracted on an as-needs basis to support the implementation of actions associated with this policy.

- We will aim to exceed all legislative and regulatory requirements.

- We will make sure the policy continues to be fit for purpose for which they were intended and is clear to everyone who is affected by them, especially staff team members (as they are responsible for implementing them) and parents and guardians.

- We will ensure our activities reflect current understandings of quality in practice and are in a format that is accessible and easy to update.

5.   Policy Action

All in the organisation can, and do, contribute to how EDI happens in our organisation. Specific intentional engagement with the board, executive and members is a part of our meetings. In this way we ensure that EDI practices are and remain embedded in how we do our work.

- Any new EDI-actions will be written into the Action Plan for each year.

- As new practices develop, they will be added as appropriate to the relevant section of this policy.