

Diversity and Equality Group Terms of Reference

1. General

- 1.1 The Diversity and Equality Group (**Group**) is appointed by the Board and will be governed by and conduct its business in accordance with these terms of reference and any standing orders issued by the Board from time to time, and otherwise in accordance with the provisions of the Articles that regulate the meetings and proceedings of the Board.
- 1.2 The Group is responsible directly to the Board, and reports to the Board. The Group operates with the delegated authority of the Board, but all of its decisions and recommendations must be put before the Board for review and approval.
- 1.3 Unless stated otherwise, defined terms in these terms of reference are as set out in the Articles of the British Wrestling Association.

2. Purpose and responsibilities

- 2.1 The primary purpose of the group is to assist British Wrestling in promoting and achieving equality, diversity and inclusion (EDI) in all its business undertakings including the governance and development of the sport at regional/local level.
 - 2.1.1 To promote equality, diversity and inclusion through campaigns, education and partnerships
 - 2.1.2 To provide support to the Board and Executive including policy development, and raising of standards in practice at all levels and roles in the game
 - 2.1.3 To review the progress and challenges for British Wrestling, key stakeholders, membership and wider sport in relation to EDI plans, culture and change, and recommend actions and improvements for the Board and other parties to adopt.

3. Scope

- 3.1 The scope of the Group will include the protected characteristics identified in the Equality Act 2010 to help tackle disadvantage and discrimination including age, disability, gender reassignment, pregnancy and maternity, race, religion, sex and sexual orientation. The Group will also consider matters relating deprivation and other forms of social exclusion.

4. Membership and Organisation

- 4.1 The Group will ordinarily consist of between six and eight members recruited through open advert and two ex-officio positions:
 - 4.1.1 British Wrestling Board Diversity Champion;
 - 4.1.2 CEO or an appropriate member of the British Wrestling executive;
- 4.2 The Board Diversity Champion will be the chair of the Group.
- 4.3 The Group will meet as it deems necessary, but ordinarily at least twice a year. Telephone, teleconference and similar facilities may be used for a meeting.
- 4.4 The quorum for the Group will be three members.
- 4.5 The agenda and supporting papers for meetings will ordinarily be circulated to Group members at least seven days before the relevant meeting.
- 4.6 In the event that the chair is unable to attend a Group meeting, he/she will appoint a designee in his/her place (who will perform all the duties and obligations of the chair).
- 4.7 The Chair of the Board will be entitled to attend any meeting of the Group.
- 4.8 The Group may, where appropriate, invite third parties to attend and contribute to meetings of the Group, but such third parties will have no voting rights.
- 4.9 The Group will make decisions on the basis of votes, with each member of the Group (including the chair) having one vote. Motions will be deemed as carried if they receive a majority of those present and voting.
- 4.10 The Group may take minutes of its meetings, which will be available to the Board upon request. Any decision or key actions will be recorded.

5. Term

- 5.1 The Group's term begins on the date of appointment and will continue until terminated by the Board.
- 5.2 Ordinarily the Board will review the Group's effectiveness annually and review these terms of reference at least every four years.