

# World Transplant Games Federation (WTGF)

## Equality, Diversity & Inclusion (EDI) Policy

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### 1. Purpose

The World Transplant Games Federation (WTGF) is committed to creating and maintaining an environment that is inclusive, respectful, safe, and supportive for all.

Our community is built on shared values of fairness, dignity, opportunity, and respect. We recognise the unique journeys of transplant recipients, living donors, donor families, medical professionals, volunteers, partners, board trustees, employees, contractors and supporters worldwide.

This policy sets out WTGF's commitment to:

- Equality of opportunity
  - Diversity and inclusion
  - Safeguarding and welfare
  - Respectful conduct across all activities
  - Good governance from Board level through to event delivery
  - Responsible practice as an employer and international federation
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### 2. Scope

This policy applies across the entire organisation and all WTGF activities, including (but is not limited to):

- Board governance and trustee conduct
- Staff employment and contractor engagement
- International and national competitions
- Conferences, meetings, and ceremonies
- Training, education, and outreach programmes
- All in-person and virtual WTGF events

It covers (but is not limited to):

- Trustees
- Employees
- Contractors and consultants
- Volunteers

- Country Representatives and Team Managers
- Participants and athletes
- Partners and sponsors
- Spectators and digital participants
- Officials and Referees
- Member Country organisations

Equality, Diversity & Inclusion (EDI) are organisational responsibilities — not event-only considerations.

WTGF expects all Member Country organisations and affiliated bodies to uphold standards consistent with this policy and to implement equivalent Equality, Diversity & Inclusion (EDI) frameworks within their own governance and operational structures.

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### 3. Equality & Non-Discrimination

WTGF does not tolerate discrimination, harassment, bullying, victimisation, or abuse of any kind.

This includes (but is not limited to) discrimination based on:

- Age
- Disability
- Gender or gender identity
- Race, ethnicity, or nationality
- Religion or belief
- Sexual orientation
- Marital or family status
- Socio-economic background
- Medical history or transplant status

WTGF is committed to ensuring that:

- All individuals are treated fairly and with dignity
- Selection processes are transparent and equitable
- Reasonable adjustments are made to support participation
- Leadership and governance reflect diversity and inclusion principles

WTGF operates in accordance with applicable legislation, including the **Equality Act 2010 (UK)** [Equality Act 2010: guidance - GOV.UK](#), and seeks to align with international best practice in human rights, safeguarding, and non-discrimination standards across all territories in which we operate.

## 4. Inclusion, Culture & Governance

WTGF actively promotes a culture of belonging at every level of the organisation.

Inclusion applies to (but is not limited to):

- Board composition and governance structures
- Recruitment and employment practices
- Volunteer engagement
- Athlete participation
- International representation
- Decision-making processes

We recognise that transplant journeys may involve complex physical, emotional, and psychological challenges. Our responsibility is not limited to competition environments — it extends to creating psychologically safe and inclusive spaces across all interactions.

The Board of Trustees holds ultimate responsibility for ensuring that Equality, Diversity & Inclusion (EDI) principles are embedded into strategy, governance, and oversight.

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## 5. Welfare, Safeguarding & Wellbeing

WTGF integrates welfare, safeguarding and wellbeing into all planning and delivery processes.

Please visit our [Governance - World Transplant Games Federation](#) webpages for specific policies and information.

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## 6. Responsibilities & Conduct

All individuals involved in WTGF activities must:

- Treat others with dignity and respect
- Uphold this policy in behaviour and decision-making
- Act in accordance with WTGF governance standards
- Challenge inappropriate conduct where safe to do so
- Report concerns through appropriate channels

Failure to comply with this policy may result in disciplinary action in accordance with WTGF regulations and relevant legal frameworks.

This policy operates in conjunction with all other policies as reference in the above Governance hyperlink.

As a condition of membership, WTGF expects all Member Country organisations to:

- Adopt and implement an Equality, Diversity & Inclusion (EDI) policy aligned with WTGF principles
- Ensure appropriate safeguarding and welfare structures are in place within their national programmes
- Promote non-discrimination and inclusive participation in all national activities (subject to country development selection processes)
- Provide clear reporting mechanisms for concerns.
- Comply with applicable national legislation and international best practice

WTGF reserves the right to request evidence of such policies and procedures where appropriate. Member organisations are ambassadors of the Federation and are expected to reflect WTGF's values in governance, competition, communication, and conduct.

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## 7. Training & Awareness

WTGF recognises that effective Equality, Diversity & Inclusion (EDI) practice requires active education and ongoing development.

The Federation is committed to implementing structured training programmes for:

- Trustees and Board members
- Senior leadership and staff
- Event Directors and Welfare Officers
- Volunteers and key delivery partners
- Member Country representatives (where appropriate)

Training will include:

- EDI awareness
- Safeguarding and welfare responsibilities
- Governance obligations under applicable legislation, including the Equality Act 2010 (UK)
- Creating psychologically safe and inclusive environments

WTGF will engage with recognised sector bodies and accredited training providers to deliver appropriate governance and equality training. This may include external organisations such as NCVO (National Council for Voluntary Organisations) or equivalent internationally recognised bodies.

The Federation will implement a phased approach to training delivery, beginning with Trustee-level governance training, followed by structured cascade learning across the organisation.

All Trustees will be expected to undertake periodic governance and EDI training as part of their fiduciary responsibilities.

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## 8. Reporting & Contact

Concerns relating to Equality, Discrimination & Inclusion (EDI) should be reported promptly.

Reports may be made to:

- The designated Event Welfare Officer (for event matters) - Provided for each event
- The WTGF Chief Executive Officer – [kim.renyard@wtgf.org](mailto:kim.renyard@wtgf.org)
- Via the formal Complaints Procedure

Contact details: You may also make contact with the WTGF office for further information [wtgf@wtgf.org](mailto:wtgf@wtgf.org)

All concerns will be treated seriously, confidentially, and in accordance with WTGF procedures and applicable law.

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## 9. Implementation & Review

This policy will be:

- Reviewed regularly by the Board of Trustees
- Updated in line with legislative changes and best practice
- Communicated across all WTGF structures

Compliance with this policy forms part of WTGF's governance framework and membership expectations. Ongoing alignment with these principles will be monitored through governance review processes and host nation agreements.

Our aim is clear:

- To ensure that every aspect of WTGF — from governance to global Games — reflects the highest standards of Equality, Diversity & Inclusion (EDI).
- WTGF is not only a celebration of sport and life after transplant.  
It is a federation built on dignity, respect, and responsibility.