

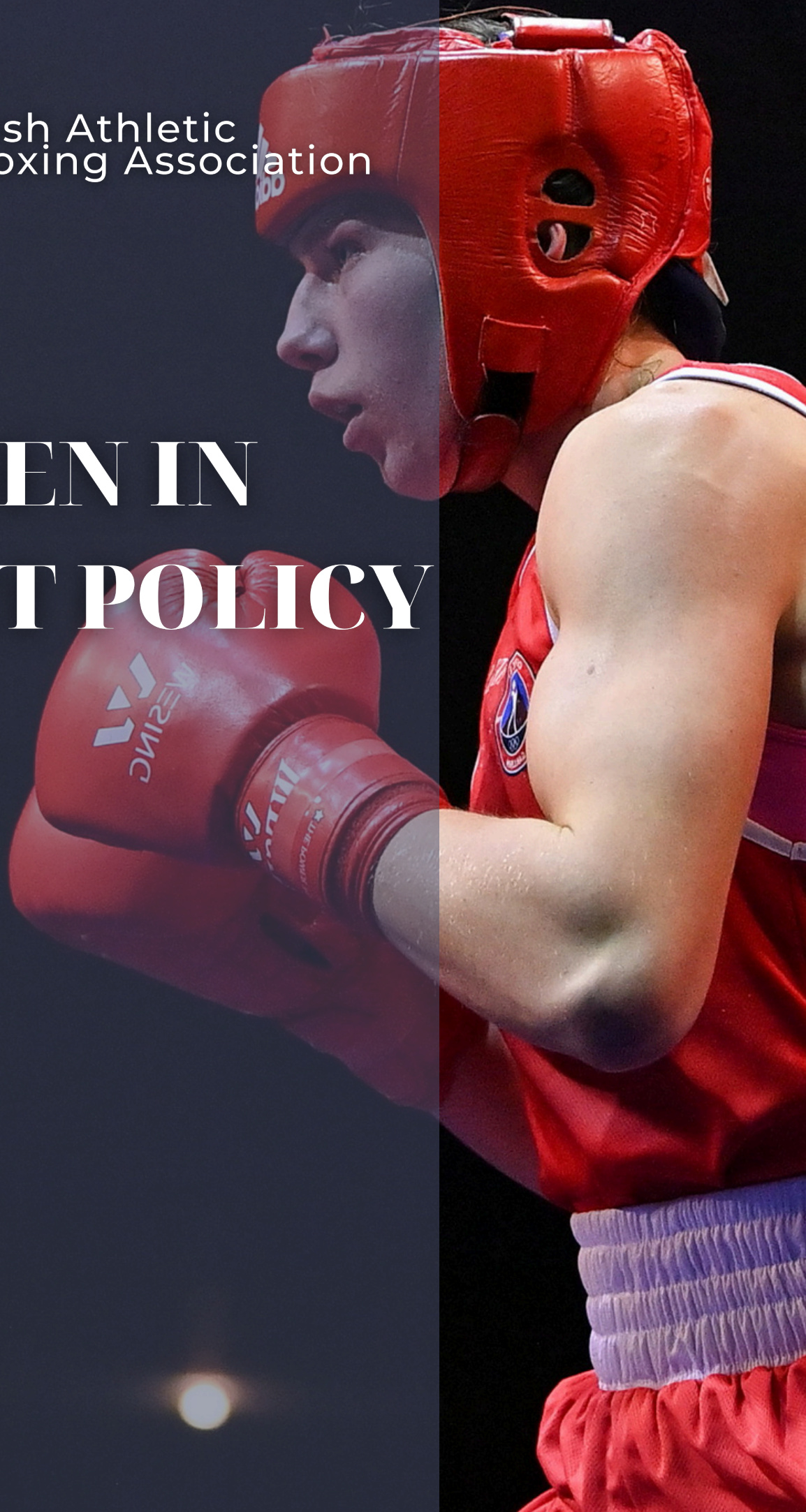


Irish Athletic
Boxing Association

WOMEN IN SPORT POLICY

2023

iaba.ie



Mission Statement

The IABA recognizes and is enriched by the profound contribution of women and girls to the sport of boxing. This includes in competing, participating, administrating, coaching, officiating, volunteering and spectating roles. The IABA acknowledges, for many decades of the association's history, women's contribution to boxing and the boxing community has been, predominantly, in boxing administration. This is an immeasurably valuable contribution –without sports administrators, boxing clubs cannot operate, and competitions cannot take place. IABA further acknowledges the stellar performances of women coaches and boxers, at all levels – club, county, provincial, national and international.



The IABA recognises that more women and girls may wish to participate in any and all facets of our sport. IABA strives to achieve greater inclusion of women and girls by ensuring pathways are inclusive, by working in partnership with women and girls, clubs, county boards, provincial units and Central Council.



The IABA commits to continued action to identify and remove physical, cultural, perceived, and other barriers to women and girls in accessing our sport and our community



Ethos

This Women in Sport policy is rooted in the IABA's core values of trust, teamwork, inclusion, respect, excellence, integrity, and leadership. We commit to leveraging these core values in the implementation of all aspects of this policy.



Context

The IABA is home to 355 boxing clubs on the island of Ireland, with more than 18,000 members.

80%

Of members are under 18

12%

of all qualified IABA coaches are women

5%

of coach tutors are women

17%

of participants in our sport are female

38%

of all volunteers are women

26%

of all committee members are women

This policy will seek to ensure that every woman or girl who wishes to participate, at any level, in boxing is facilitated and supported in so doing.



Diversity & Inclusion

The IABA's Women in Boxing policy is informed by the principles of diversity and inclusion. Diversity is the practice or quality of including and/or involving people from a range of different social, ethnic, cultural & religious backgrounds and of different ages, genders, gender identities, sexual orientations, and abilities.

In a Women in Boxing policy context, diversity is facilitating the participation at all levels of our sport by women from a wide range of backgrounds, lived experiences and boxing ambitions.

Inclusion is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

In a Women in Boxing policy context, inclusion ensures pathways to participate at every level of our sport, including at club, leadership, governance, officiating, spectating and competing levels are inclusive of women and girls.

INFORMING POLICIES & STRATEGIES

IABA's Women in Sport policy is informed actions undertaken in its 2017-2020 strategic plan, the National Sports Policy 2018 to 2027, and Sport Ireland's Women in Sport policy.



Commitments

The IABA welcomes all women and girls of all communities, regardless of their abilities, ethnic, cultural & religious background, gender identity or sexual orientation. We will include women and girls in our organisation in both sporting and non-sporting roles to the greatest extent possible. The IABA will endeavor to make our organisation as inclusive, diverse and accessible to women and girls as is possible, with a particular focus on the key areas of

- 1.Coaching and Officiating
- 2.Active Participation
- 3.Leadership and Governance
- 4.Visibility

Actions

This policy ensures that:



The IABA continues & develops its practice of providing leadership training & upskilling to women in sports administration, coaching and officiating roles.



The IABA will promote & platform the visibility of women and girls in boxing across its social media platforms in participating, competing, sports administration, coaching and officiating roles.



The IABA will create and deliver specific programmes and campaigns designed to support and encourage the participation of women and girls in the sport of boxing. This will include programmes and campaigns which are participation focused, and programmes and campaigns which are focused on competing.



The IABA will fund and deliver coach education for women at all levels of the Coach Education Pathway.



The IABA will conduct Women in Sport policy audits of the organisation and its membership annually to form a greater understanding of the boxing community and to signpost the evolution of WIS actions.



Review

The IABA will review the Women in Sport policy annually and implement any recommendations and developments that may arise as a result of the development and auditing of policy initiatives.

