



# Dwarf Sports Association UK

## Diversity and Equality Policy October 2018

**Review Due: Oct 2019**

### Diversity and Equality policy purpose

This policy:

- Acknowledges that Dwarf Sports Association UK aims to ensure a supportive, inclusive culture across all areas of the organisation, including staff, volunteers and membership. DSAuk promotes diversity and social inclusion, with the aim of eliminating discrimination.

The Dwarf Sports Association UK (DSAuk) promotes inclusion, fairness and the elimination of discrimination within the association. 'Everyone is Equal' is a phrase used at DSAuk to describe equality, diversity and social inclusion. DSAuk supports its members and associates to be themselves, fulfil their potential and be the best they can be.

DSAuk members are at the heart of everything the organisation does. DSAuk works hard to ensure the association does not discriminate against anyone involved within the organisation. All members will be given support and encouragement to develop their full potential and utilize their unique talents.

### Background:

Dwarf Sports Association has over 2,200 members, including full members, families, trustees and associate members. In the current membership:

- ✓ 49% are Female
- ✓ 51% are Male

DSAuk has over 700 members with dwarfism, ranging across 15 different dwarf conditions.

- ✓ 74% of dwarf members have Achondroplasia, made up of a 50/50 split between male and female members.

### Employment:

DSAuk advertising, recruitment and selection practices aim to ensure that no job applicant or employee will receive less favourable treatment either directly or indirectly on the grounds of

- ✓ Disability, age, race, sexual orientation, gender, gender identity.
- ✓ Marriage and civil partnership, religion or belief.
- ✓ Pregnancy and maternity, caring responsibilities.
- ✓ Part-time working or any other factor irrelevant to a person's work.

DSAuk will make all reasonable adjustments to enable individuals to fulfil their job role and ensure they can carry out their role in a suitable working environment with access to their place of work as appropriate.

DSAuk encourages all members to treat one another with respect and embrace difference and diversity.



# Dwarf Sports Association UK

## Diversity and Equality Policy October 2018

**Review Due: Oct 2019**

### Fighting Discrimination:

DSAuk know that people can experience discrimination and unfair treatment because of disability, age, race, sexual orientation, gender, gender identity, marriage and civil partnership, religion or belief, pregnancy and maternity, caring responsibilities, part-time working or any other factor irrelevant to a person's work

DSAuk closely monitor the staff, volunteers and members experiences, ensuring a positive environment for all, enabling DSAuk to promote equality and eliminate discrimination and unfair treatment.

### DSAuk's Services:

DSAuk will regularly consult its members and ensure that the opportunities and support provided at regional and national level meets their needs and aspirations, subject to the availability of resources.

DSAuk offers the best service to all individuals with a dwarf condition along with their friends and family. All staff/board and trustees are aware of differences and will respect everyone. DSAuk takes an interest in all members and associate members ensuring individuals do not feel excluded and are able to be themselves.