



**Dwarf Sports Association UK**  
**Diversity Action Plan**  
**October 2018**  
**Review Due: Oct 2019**

***"Walk tall with short sport"***

*DSAuk Patrons:*  
*Eleanor Simmonds O.B.E & Matt Whorwood*

Code for Sports Governance						
<b>Recruitment</b> DSAuk will attract a diverse range of individuals to form a significant part of the strategic team and organisations membership.	Adopt a target of, and take all appropriate actions to encourage a minimum of 30% of each gender on its board.	Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board.	Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&T and socio-economic.	Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1.	The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity) with its leadership and decision making.	The board shall ensure the organisation prepared and publishes on its website information including an annual update.
<b>Objective:</b> We will build best practice on diversity and inclusion into our recruitment activities and decision making process.					<b>X</b>	
<b>Short/ Medium/ Long - term</b>	<b>Priority and Actions</b>				<b>Person(s) Responsible</b>	<b>Completion Date</b>
<b>Priority 1</b>						
<b>Broaden the ethnicity mix across the DSAuk's strategic team and membership.</b>						
<b>Short Term</b>	1. Conduct research around the understanding of collecting ethnicity data and research collection methods.				<b>T. Mills</b>	<b>Oct 2019</b>
<b>Medium Term</b>	2. Develop a sustainable system of recording and monitoring ethnicity data				<b>T. Mills</b>	<b>Oct 2019</b>
<b>Medium Term</b>	3. Amend and edit all National Events entry forms to include gender/disability and ethnicity status.				<b>T. Mills</b>	<b>Oct 2019</b>
<b>Short Term</b>	4. Work closely with DSAuk strategic team network and review our board statistics against other partners to establish areas of under representation and action plan to address.				<b>Chair (S.Scott)</b>	<b>Oct 2019</b>
<b>Priority 2</b>						
<b>Ensure equality and diversity is highlighted throughout all induction programmes and included in their professional.</b>						
<b>Short Term</b>	1. Review induction packs to ensure they include information on equality and diversity and make any recommendations to Chair and Trustees.				<b>T. Mills / Chair (S.Scott)</b>	<b>Oct 2019</b>



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Medium Term	2. Arrange an away day for all members of the strategic team to identify future areas of personal development supporting equality and diversity.	T. Mills/Trustees	Oct 2019
<b>Priority 3</b>			
<b>Monitoring the strategic team recruitment and selection data by known protected characteristics.</b>			
Medium Term	1. Conduct annual report and identify and identify any disproportionate data. Strategic team to agree actions which will be regularly evaluated and measured to ensure progression.	T. Mills / Chair (S. Scott)	Oct 2019
Medium Term	2. Upload data and statements on the DSAuk website, ensuring the language is suitable for the DSAuk community.	T. Mills	Oct 2019
<b>Priority 4</b>			
<b>To strengthen the diversity of the DSAuk strategic team to ensure the composition represents the wider community.</b>			
Short Term	1. Create an associate role to increase the number of people with a disability within the strategic team.	Chair (S. Scott)	Completed needs to be reviewed
Medium Term	2. Advertise and encourage members to become part of the strategic team and seek to actively recruit new members.	T. Mills / Chair (S. Scott)	Oct 2019
<b>Priority 5</b>			
<b>Ensure that equality and diversity is embedded into all handbooks and induction packs.</b>			
Short Term	1. Review all induction programmes for equality and diversity content and ensure up to date content is included on these topics.	T. Mills	Oct 2019
<b>Priority 6</b>			
<b>Ensure all strategic team members receive up to date Equality and Diversity training.</b>			
Medium Term	1. Research Equality and Diversity training opportunities for the strategic team.	T. Mills	Oct 2019
Medium Term	2. Promote and carry out Equality training across the strategic team	T. Mills / Chair (S. Scott)	Oct 2019



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<p><b>Engagement</b>          Ensure the charities commitment to diversity is communicated through internal and external processes.</p>	<p>Adopt a target of, and take all appropriate actions to encourage a minimum of 30% of each gender on its board.</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board.</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&amp;T and socio-economic.</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1.</p>	<p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity) with its leadership and decision making.</p>	<p>The board shall ensure the organisation prepared and publishes on its website information including an annual update.</p>
<p><b>Objective:</b> Good engagement for diversity at strategic team level creating sustainable ways for the charity to reach out to its community.</p>					<p><b>X</b></p>	
<p><b>Priority 7:</b>  <b>Ensure best practice by working closely with external equality experts maintain and progressing DSAuk's achievements.</b></p>						
<p><b>Short Term</b></p>	<p>1. Identify peer experts who can support and ensure that our diversity improves and work carried out is done sensitively.</p>				<p><b>T. Mills/Chair (S. Scott)</b></p>	<p><b>Oct 2019</b></p>
<p><b>Medium Term</b></p>	<p>2. Create a peer expert group of individuals who can monitor and evaluate all diversity work.</p>				<p><b>Chair (S. Scott)</b></p>	<p><b>Oct 2019</b></p>



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<p><b>Progressing Talent.</b> Develop a strong internal pipeline of diverse talent to populate decision making and strategic structures.</p>	<p>Adopt a target of, and take all appropriate actions to encourage a minimum of 30% of each gender on its board.</p>	<p>Demonstrate a strong and public commitment to progressing towards gender parity and greater diversity generally on its board.</p>	<p>Demonstrate a strong and public commitment to progressing towards achieving greater diversity generally (including but not limited to BAME, disability, LGB&amp;T and socio-economic.</p>	<p>Each organisation shall identify proportionate and appropriate actions to be taken to support and/or maintain (as appropriate) the diversity targets set out in Req 2.1.</p>	<p>The board shall ensure that the organisation prepared and publish on its website information (approved by the Board) about its work to foster all aspects of diversity) with its leadership and decision making.</p>	<p>The board shall ensure the organisation prepared and publishes on its website information including an annual update.</p>
<p><b>Objective:</b> Strengthen and develop progression paths within DSAuk. Develop a strong pipeline of board ready individuals particularly from the dwarfism community.</p>			<p><b>X</b></p>			