

Dwarf Sports Association UK

Equality & Diversity Policy

Version: 1.0

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Approved by: Board of Trustees (TBC)



1. Purpose

The Dwarf Sports Association UK (DSAuk) is committed to promoting equality, diversity, and inclusion across all areas of our work. This policy ensures that every individual connected to DSAuk—whether as a member, volunteer, staff member, trustee, or partner—has equal opportunities and is treated with dignity and respect.

Our goal is to create an inclusive environment where everyone can participate fully in sport and community life, free from discrimination or unfair treatment.

2. Statement of Policy

1. DSAuk recognises that discrimination and inequality continue to disadvantage many groups in society. We are committed to challenging these barriers in all aspects of our work.
2. We believe that every person has equal rights to dignity, respect, opportunity, and participation.
3. DSAuk is committed to embedding equality and diversity in all our activities, from governance and staffing to events and community programmes.
4. No person shall receive less favourable treatment or experience discrimination on the grounds of:
 - Age
 - Disability (including dwarfism and other conditions)
 - Gender or gender reassignment
 - Marriage or civil partnership
 - Pregnancy or maternity
 - Race, nationality, or ethnic origin
 - Religion or belief
 - Sex

- Sexual orientation
 - Health status, HIV status, or caring responsibilities
 - Social or economic background
 - Ex-offender status (as defined by the Rehabilitation of Offenders Act 1974)
 - Or any other characteristic that cannot be shown to be justifiable.
5. This policy applies to all areas of DSAuk activity, including but not limited to:
- Sports programmes, competitions, and community events
 - Recruitment, employment, and volunteering
 - Training and development opportunities
 - Partnerships and outreach work
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3. Implementation & Responsibility

- The Chief Executive Officer (CEO) has lead responsibility for ensuring this policy is implemented effectively.
 - All staff, volunteers, and trustees share responsibility for upholding equality and diversity in their roles.
 - Specific responsibilities include:
 - Communicating the policy to staff, volunteers, and members.
 - Including equality responsibilities in job descriptions and objectives.
 - Training staff and volunteers in inclusive and non-discriminatory practices.
 - Ensuring resources are allocated to support equality objectives.
 - Embedding safeguarding policies for adults and children in all activities.
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4. Standards of Behaviour

Everyone representing DSAuk is expected to act with respect and professionalism. The following behaviours will not be tolerated:

- Threats or physical violence
- Bullying, harassment, or intimidation
- Offensive jokes, slurs, or name-calling
- Excluding or ignoring individuals

- Displaying or sharing offensive material (e.g. racist, sexist, or otherwise discriminatory content)
- Any form of victimisation or discrimination

Breaches of this policy may lead to disciplinary action, depending on the severity of the behaviour.

5. Complaints of Discrimination

- All complaints of unlawful discrimination will be taken seriously.
- Complaints will be investigated in line with DSAuk's grievance and disciplinary procedures.
- Complainants will be informed of outcomes, and records will be maintained for monitoring purposes.

6. Legal Framework

This policy aligns with the Equality Act 2010, which protects against discrimination based on the following characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Other relevant legislation includes:

- The Human Rights Act 1998
 - The Work and Families Act 2006
 - The Employment Equal Treatment Framework Directive 2000
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7. Recruitment & Selection

- Recruitment and promotion decisions will be based on merit, skills, and ability.
- Job descriptions and person specifications will be reviewed to ensure fairness.
- Selection panels will use objective, non-discriminatory criteria.
- Shortlisting and interviewing will be carried out by more than one person where possible.
- All applicants will be considered fairly, regardless of protected characteristics.
- DSAuk will follow its Safer Recruitment Policy in all cases.

8. Monitoring & Review

To ensure the effectiveness of this policy, DSAuk will:

- Monitor the diversity of staff, volunteers, and members.
- Record and review recruitment, training, and promotion data.
- Assess complaints of discrimination and track outcomes.
- Review this policy annually (or sooner if required by changes in legislation).

9. Document Control

Version	Date	Reviewed By	Approved By	Next Review Due
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1.0	[TBC]	CEO	Board of Trustees	[TBC]
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