

Safeguarding Training and Staff Development Policy

For the Dwarf Sports Association UK (DSAuk)



1. Introduction

The Dwarf Sports Association UK (DSAuk) is committed to safeguarding all individuals involved in our programmes, with a particular emphasis on protecting and empowering people with dwarfism, who may face increased vulnerability. This document outlines our structured approach to training and staff development to ensure effective implementation of safeguarding policies across all levels of the organisation.

2. Identifying Risk and Assessing Organisational Needs

2.1 Governance

- The Board of Trustees holds ultimate accountability for safeguarding and ensures it is embedded within DSAuk's strategic decision-making.
- Governance reviews will assess compliance with statutory obligations and internal safeguarding mechanisms.

2.2 Leadership

- Senior leaders promote a culture of safeguarding and ensure all team members understand and fulfil their roles.
- Managers are equipped to support staff in recognising and responding to safeguarding concerns.

2.3 Safeguarding Policies

- An annual audit of safeguarding policies ensures they remain current, inclusive, and responsive to the needs of individuals with dwarfism.
- Policies must provide accessible reporting routes and support structures tailored to our community.

2.4 Risk Factors

- Safeguarding risk assessments will consider physical, psychological, environmental, and communication barriers.
- Input from athletes, parents/carers, and partners is essential in understanding these risks.

3. Strategy Development

3.1 Accessibility and Inclusion

- All safeguarding documentation will be made available in Easy Read, audio, large print, and British Sign Language (BSL) formats.

3.2 Role-Specific Implementation

- Each role within DSAuk will have clearly defined safeguarding responsibilities.
- Designated Safeguarding Leads (DSLs) will ensure procedures are applied consistently.

3.3 Integration Across Programmes

- Safeguarding is embedded into all activities across grassroots and performance sport.
- Risk management plans for events, travel, residential stays, and classifications will include safeguarding protocols.

4. Safeguarding Policy Development

4.1 Policy Scope and Content

A formal Safeguarding Policy shall include:

- Clear definitions of abuse, neglect, and exploitation in the context of individuals with dwarfism.
- Procedures for responding to concerns, including whistleblowing and complaints.
- Contact information for:
 - DSAuk Designated Safeguarding Lead (DSL)
 - Local Safeguarding Adults Board (LSAB)
 - Local Authority Designated Officer (LADO)

4.2 Stakeholder Involvement

- Policies are developed with input from athletes, families, staff, and safeguarding professionals to ensure they are effective and practical.

5. Training and Capacity Building

5.1 Mandatory Training

- All staff, coaches, volunteers, and trustees complete safeguarding training at induction.
- Training is renewed every two years or sooner following policy updates.

5.2 Advanced and Specialist Training

- DSLs, managers, residential/event staff, and frequent athlete contacts will complete advanced training.
- Modules include topics such as consent, power dynamics, communication support, and trauma-informed care.

5.3 Monitoring and Compliance

- A centralised training record will be maintained.

- Individuals who do not complete required training may be suspended from duties until compliant.

6. Partnership and Community Engagement

6.1 Inter-agency Collaboration

DSAuk will work with:

- Local authorities
- Police and health services
- Disability rights organisations
- National Governing Bodies (NGBs)

6.2 Safeguarding Networks

- We encourage participation in safeguarding forums to share best practices and stay informed.

6.3 Community Awareness

- Safeguarding awareness will be raised through workshops, educational content, and engagement with families/carers.

7. Policy Review and Continuous Improvement

7.1 Scheduled Review

- The safeguarding policy and training practices are reviewed annually by the Board.

7.2 Incident-Led Review

- Any safeguarding incident or near-miss will trigger an immediate policy and training review.

7.3 Feedback and Adaptation

- Feedback from staff, athletes, and stakeholders will be gathered through surveys and consultations.
- Policies are adapted as needed in response to legislation or organisational changes.

8. Conclusion

DSAuk ensures safeguarding is embedded into its culture and practice. Through inclusive policy, comprehensive training, and strong partnerships, we aim to create a safe environment where individuals with dwarfism can thrive in sport and beyond.