



## Policy & Procedure

# Equity and Diversity Statement

### Statement of intent

1. UK Deaf Sport recognises that in society many groups and individuals have been disadvantaged in the past and continue to suffer disadvantage today. All unlawful discrimination and/or disadvantage are unacceptable and UK Deaf Sport commits itself to eliminate prejudice, entrenched attitudes and unlawful discrimination and to promote good relations between its employees, all deaf sports men and women and its partners.
2. This commitment to equality, diversity and social inclusion is absolute and central to UK deaf Sport's vision to lead the UK to sporting excellence for deaf people. It makes good business sense and will contribute towards the creation of a workforce able to deliver effectively the annual goals and targets of the organisation.
3. UK Deaf Sports objective is to address inequality and eliminate unlawful discrimination that prevents fair access to employment and any of the facilities and services of the organisation. In seeking to achieve this, UK Deaf Sport is committed to making itself a national equality and diversity exemplar; meeting the diverse needs of male and female elite athletes and becoming a model employer. This is supported by the organisations values of:
  - Commitment to excellence
  - Openness and integrity
  - Working together
4. The aim of this strategy is to ensure that no one will be unlawfully excluded on the grounds of gender (including gender reassignment), disability (including physical appearance), health (including mental health), race, colour, nationality, ethnic or national origin, age, HIV status, social or economic status, legal immigration status, martial status, sexual orientation, religion, political beliefs, trade union membership, carer responsibilities and irrelevant criminal records and convictions.
5. This strategy and associated arrangements shall be implemented in accordance with all legislative, statutory and regulatory requirements and Codes of Practice.
6. UK Deaf Sport recognises that passive paper policies will not in themselves guarantee equality of opportunity. Specific initiatives, strategies, impact measures and targeted action plans will be budgeted, developed and regularly monitored to put this strategy into effect. The principals and commitment contained in this strategy shall be incorporate in all other policies and procedures and kept under regular reviews in accordance with legislative developments and good practice.
7. UK Deaf Sport wants everyone associated with it to share this commitment and join us in ensuring that policies and procedures are put into practice for the benefit of all.