



Inclusion checklist¹

Preamble

As set out in the British DanceSport Association (hereinafter referred to as BDSA) policies on Diversity, Equity and Inclusion (DEI) and Safeguarding, inclusion and safety are of paramount importance to everything that the BDSA does. While those with protected characteristics (e.g. gender and sexual minorities, disabilities, sex etc) often experience bullying and other forms of discrimination, it is important for the purposes of inclusion and safety that policies and practices should apply universally and be applicable to everyone in all situations. Safeguarding and inclusion are complementary priorities, and it is the responsibility of the BDSA, its members and everyone who takes part of otherwise engages with the BDSA, in whatever capacity, to promote and adhere to its policies.

Leadership

- Have specific and measurable objectives been set for the participation of marginalised individuals or people with protected characteristics? And do the directors clearly commit themselves to these objectives?
- Have the directors and/ or employees of the organisation familiarised themselves with the experiences of marginalised individuals or people with protected characteristics in their sport?
- Does the BDSA have a leader or ambassador for marginalised individuals or people with protected characteristics?

Education

- Are diversity and inclusion part of the education for members, trainers, coaches and judges?
- Does the BDSA facilitate courses for employees and volunteers in the field of diversity and inclusion?

Policy

- Has a focus group or committee been established who are the voices for inclusion of marginalised individuals or people with protected characteristics?
- Does the BDSA issue supporting (dispensation) statements which can be used in case of resistance or protest during competitions or training?
- Do clubs and schools have a confidential counsellor or a clear reference to a confidential point of contact or individual?

Visibility

- Do marketing communications, the website and social media show a broad representation of people?
- Is attention drawn to diverse participation in dancesport?
- Is this guidance easily accessible on the website?
- Which annually recurring activities and campaigns in the field of diversity and inclusion take place within the BDSA, clubs and schools?

Facilities

¹ Adapted from [guidance-on-gender-and-sex-diverse-individuals.pdf](#)



- Has a clear policy been developed that the preference of gender and sex diverse individuals is leading in using facilities?
- Do clubs, schools etc offer the option of a gender-neutral changing room?
- Are gender-neutral changing facilities easily accessible for gender and sex diverse individuals?

Athletes' uniforms

- Is the association or club flexible in the choice individual athlete uniforms?
- Is a wide range of sizes and fits of the athletes' uniform available?

Processing information

- Is information processed in an inclusive way?
- Has people's privacy been respected?

Other relevant policies

BDSA Safeguarding Policy