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IASF Equality, Diversity & Inclusion Policy	30/10/2025	30/10/2026	1

IASF Equality, Diversity & Inclusion Policy

1. Purpose

This policy promotes a culture of equality, diversity, and inclusion (EDI) within the International Academy of Saddle Fitters (IASF). IASF is committed to ensuring that all members, learners, partners, and staff are treated fairly, with respect, and without discrimination.

2. Scope

This policy applies to all IASF members, staff, directors, volunteers, contractors, and event participants. It covers all activities including membership, CPD, events, training, accreditation, and online engagement.

3. Policy Statement

IASF celebrates diversity and values the contribution of every individual, regardless of background, identity, or belief. Discrimination, harassment, or victimisation of any kind will not be tolerated. IASF seeks to create an inclusive environment that reflects the global nature of the saddlery fitting profession.

4. Core Principles

- Equality – Everyone is treated fairly and has equal access to opportunities.
- Diversity – Individual differences are recognised and valued.
- Inclusion – All members are supported to participate fully in IASF activities.
- Respect – Everyone is expected to act courteously and professionally toward others.
- Accountability – IASF leadership takes responsibility for promoting and monitoring EDI.

5. Protected Characteristics

IASF prohibits discrimination based on (but not limited to):

- Age
- Disability
- Gender, gender identity, or gender reassignment



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- Marriage or civil partnership
- Pregnancy or maternity
- Race, colour, nationality, or ethnic origin
- Religion or belief
- Sex or sexual orientation

6. Implementation & Responsibilities

- The IASF Board ensures this policy is embedded across all activities and decisions.
- Managers, assessors, and trainers are responsible for modelling inclusive behaviour and challenging bias.
- Members must uphold these principles in all professional interactions.
- The EDI Lead (appointed within the Board or Advisory Council) will monitor compliance and coordinate training or reporting.

7. Practical Application

IASF will:

- Ensure fair recruitment and selection for all roles, speakers, and opportunities.
- Review event and learning accessibility regularly.
- Offer EDI awareness training where relevant.
- Promote international representation and inclusion across all Councils.
- Address any reports of discrimination or exclusion promptly and fairly.

8. Reporting & Complaints

Any member or participant who feels they have been treated unfairly or discriminated against can raise a concern through the IASF Disciplinary & Complaints Procedure. All reports will be handled confidentially and without prejudice.

9. Monitoring & Review

IASF will collect and review anonymous demographic data where appropriate, review EDI progress annually through the Education & Standards Council, and publish an EDI summary report to demonstrate accountability and progress.

10. Policy Review

This policy will be reviewed annually or whenever significant changes occur in equality legislation or IASF structure.