

## **Herefordshire Fencing Club : Equality and Anti-Discrimination Policy**

Herefordshire Fencing Club opposes all forms of unlawful and unfair discrimination. We are committed to a policy of equality encompassing colour, race, nationality, ethnic origin, age, gender, sexual orientation, disability, religion and beliefs.

We are therefore committed to ensuring that, as an employer and service provider, all our actions and activities are genuinely available and accessible to all potential participants and that our initiatives do not have a negative impact on any disadvantaged groups.

This includes

- developmental activities
- advertisement and recruitment of volunteers
- advertisement and recruitment of staff
- advertisement and tendering processes for contractors
- employment practices and procedures
- courses and training activities
- social and community events
- letting of facilities

As a community organisation, we are particularly aware of the difficulties which many people have in accessing local services and so we are keen to ensure that:

- any subscriptions and fees are fair and affordable
- opening times are appropriate and convenient
- facilities are accessible to people with childcare responsibilities

Herefordshire Fencing Club will not tolerate sexual or racially-based harassment or other discriminatory behaviour, whether physical or verbal, and we will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Herefordshire Fencing Club is committed to the development of awareness and understanding of equality issues within our organisation and within the wider community, in order to eradicate discrimination and make services available to everyone.