



Equality and Anti-Discrimination Policy

King's Swords Fencing Club (KSFC) 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.

KSFC is committed to developing awareness and understanding of equality issues within our organisation and within the wider community to eradicate discrimination and make services available to everyone.

Therefore, we are 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 (but is not limited to):

- 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

KSFC will not tolerate any harassment of our members (including sexual or racially-based harassment) or other discriminatory behaviour, whether physical or verbal. We will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.