



## Equal Opportunities

### Chichester Community Fencing Club

Giving all a genuine and equal opportunity to participate in fencing at all levels and in all roles

CCFC aims:

- To ensure that all people irrespective of their age, gender, disability, race, ethnic origins, creed, colour, social status or sexual orientation have a genuine and equal opportunity to participate in fencing at all levels and in all roles.
- To ensure that all present and potential members of CCFC receive fair and equal treatment
- To provide all its services in a way that is fair to everyone. Not to disadvantage any individual by imposing any conditions or requirements that cannot be fully justified.

In the pursuance of this policy CCFC:

- May take special measure and positive action for any group which is currently under represented in its membership taking account of the Race Relations Act 1976, Equal Pay Action 1970 Sex Discrimination Act(s) 1975/1986 and Disability Discrimination Act 1995.
- Reserves the right to discipline any members who practice any form of discrimination on grounds of gender, disability, ethnic origin, creed colour social status or sexuality.
- Will seek to monitor and evaluate this policy on an on going basis and will inform the membership of its impact.

CCFC reserves the right:

- To limit competitions to persons of specific age, gender or disability groups to provide opportunity for equal competition.
- To appoint the President of the club to be nominated as the person responsible for monitoring the effectiveness of its Equal Opportunities policy who will ensure the policy is adhered to by all members and employees.
- To make public statement of CCFC's commitment to the development and implementation of an action plan to achieve equity in fencing.