



Haverstock Fencing Club

Venue: Haverstock School, 24 Haverstock Hill, Chalk Farm, London NW3 2BQ

Equity Statement

In partnership with the national governing body of fencing within the UK, the British Fencing Association (BFA), Haverstock Fencing Club will:

- ensure that all people irrespective of their age, gender, disability, race, ethnic origins, nationality, parental or marital status, spiritual and religious belief, social status or sexual orientation have a genuine and equal opportunity to participate in fencing at all levels and in all roles.
- ensure that all present and potential members, coaches visitors and volunteers of Haverstock Fencing Club receive fair and equal treatment
- provide all its services in a way that is fair to everyone and will not disadvantage any individual by imposing any conditions or requirements which cannot be fully justified.

Haverstock Fencing Club recognises the following:

Discrimination can take the following forms:

- Direct Discrimination - treating someone less favourably than others would be treated in the same circumstances;
- Indirect Discrimination - imposing requirements or conditions that appear to apply equally to all but which, in practice can disadvantage certain sections of the population. Such requirements or conditions are lawful only if they can be objectively justified;
- Harassment - inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to the recipient;
- Bullying - a form of personal harassment. It is the misuse of power, or position, to persistently unjustifiably criticise, humiliate and/or undermine an individual's confidence;
- Victimisation - when someone is treated less favourably than others because it is known or suspected that he or she has taken action against BF or provided information about discrimination, harassment or inappropriate behaviour.

Haverstock Fencing Club:

- reserves the right to ask to leave any members, visitors, coaches or volunteers to leave who practice any form of discrimination on grounds of age, gender, disability, race, ethnic origins, nationality, parental or marital status, spiritual and religious belief, social status or sexual orientation;
- will seek to monitor and evaluate this policy on an ongoing basis

More information can be obtained from the BFA website:

<http://www.britishfencing.com/governance/equality/>

Version 4

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