

## **BRITISH TIMKEN BOWMEN**

### **EQUAL OPPORTUNITIES POLICY**

BRITISH TIMKEN BOWMEN is committed to ensuring that all individuals and groups are treated fairly and valued equally. This organisation's policies will be governed by this commitment with its own workforce, volunteers, and clients and with all whom it has contact and dealings.

This equality policy and principles will apply to all, and British Timken Bowmen will do its best to provide an example of good practice to the community at large.

British Timken Bowmen will oppose discrimination against any individual or group specifically on the grounds of race, ethnic or national origin; religion or creed; disability or impairment; gender, sexual orientation or marital status; employment status; social class; HIV status; age; dependant care responsibilities or need; appearance or size; unrelated criminal conviction or any other unjustified grounds.

No one whether member or employee of the British Timken Bowmen will receive less favourable treatment, or will be disadvantaged by unjustified requirements or conditions.

Our aim is to eliminate unfair discrimination.

The British Timken Bowmen subscribe fully to the Child and Vulnerable adults' protection policy of the Grand National Archery Society.

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