



Scottish Fencing
Equality, Diversity & Inclusion Sub-Group
Terms of Reference

Background

The Equality, Diversity & Inclusion sub-group will operate as a working group within Scottish Fencing and will sit within the Social Change area of the new Scottish Fencing strategy.

Scottish Fencing are committed to engaging with the fencing community to support the development of projects aimed at improving accessibility to fencing within under-represented groups in society, with a particular focus on people who live in areas of deprivation and may not currently have access to fencing. Using the Changing Lives ethos the EDI sub-group will help to identify appropriate projects and will also help to identify potential community partners with whom SF can collaborate with.

Term

3 years maximum or until 31 March 2025

Frequency of meetings:

As agreed by the group but not less than twice per year

Members

Scottish Fencing are keen to work with interested members of the fencing community who feel they can contribute to the aims of the Scottish Fencing strategy in the area of Equality, Diversity & Inclusion. The group will be made up of members of the fencing community, SF board and staff and potentially key partners with an interest in this area.

Main Group Members
SF Club Development Director
Scottish Fencing Community Development Manager

Objectives

- Contribute to the development of the EDI operational plan for SF, identifying appropriate projects and partners to work with
- Steer project planning for EDI in line with overall SF strategy
- Ensure feedback and reporting to the board are part of the process

Desired Outcomes

- Identify and develop appropriate targets and measures to evaluate project success
- Use project evaluation to contribute to a useable framework for expansion of projects

Leaving the group

Membership of the group will be deemed to have lapsed should the member fail to attend 3 consecutive meetings without sending apologies to the Club Development Director or for a period of 12 months, whichever comes first. Members may choose when they wish to leave the group and are asked to do so in writing to the Club Development Director.

Standards, Code of Ethics and Conduct & Conflict of Interests

All members are expected to operate in accordance with the Standards, Code of Ethics and Conduct and Conflict of Interests Policies agreed by Scottish Fencing. These are available on the Scottish Fencing website and a copy will be given to each member.