

Equal Opportunities Policy

Skateboard Cambridge CIC (trading as Cam Skate)

Company Number: 13881064

1. Our Commitment

Skateboard Cambridge CIC (trading as Cam Skate) is committed to equal opportunities in all of its activities. We believe that skateboarding should be open and welcoming to everyone, and we will not discriminate against any person on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation. These are the protected characteristics set out in the Equality Act 2010, and this policy applies to all of them.

2. Scope

This policy applies to all aspects of Cam Skate's work, including: our coaching programmes and events; our volunteer and staff recruitment; the use of our facilities; and our relationships with partner organisations, funders, and the wider community.

3. Our Responsibilities

The Directors of Cam Skate are responsible for ensuring this policy is upheld. In practice this means we will:

- Treat all participants, volunteers, staff, and visitors with dignity and respect.
- Not tolerate discrimination, harassment, or victimisation of any kind.
- Make reasonable adjustments where possible to ensure our activities are accessible to people with disabilities.
- Actively work to remove financial and other barriers to participation in skateboarding.
- Consider equal opportunities when planning programmes, events, and projects.

4. Complaints

Any person who believes they have been treated unfairly or discriminated against in connection with Cam Skate's activities is encouraged to raise this with a Director. All complaints will be taken seriously and dealt with promptly. Contact us at: hello@cam-skate.co.uk

5. Review

This policy will be reviewed annually by the Directors.

Adopted by the Board of Directors of Skateboard Cambridge CIC, February 2026.

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Review date: February 2027