

# *Arnside Lawn Tennis Club*

## **DIVERSITY & INCLUSION POLICY**

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# HISTORY PAGE

<b>Version Number</b>	<b>Comments</b>	<b>Date Issued</b>
1	First issue of procedure	September 2020

## 1. Policy Statement

This Diversity and Inclusion Policy plus the associated Standards, Code of Conduct and Reporting Procedure are applicable to Arnside Tennis Club and are based on similar policies of:

- The Lawn Tennis Association (LTA)
- Tennis Scotland
- Tennis Wales
- The Tennis Foundation.

The policy is based on the UK Equalities Act 2010. This replaced the large number of Acts and Regulations which formed the basis of anti-discrimination law such as the Equal Pay Act 1970, the Sex Discrimination Act 1975, the Race Relations Act 1976 and the Disability Discrimination Act 1995.

The Act prohibits discrimination (whether direct or indirect), harassment and victimisation against people who possess one of the following protected characteristics :

age

disability

gender reassignment

marriage and civil partnership

pregnancy and maternity

race

religion or belief

sex

sexual orientation

As a club we contribute actively to enable more people to play tennis more often in a manner that it is safe, inclusive, and fair. This applies regardless of a person's age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

This Policy strives to ensure that our club, events and individuals deliver a positive tennis experience for everyone. The Reporting Procedures in Appendix 1 outline how to respond to safeguarding or discrimination concerns/disclosures.

## **2. Responsibility for implementation of the Diversity and Inclusion Policy**

**Diversity and inclusion is everyone's responsibility : Not responding to discriminatory or unacceptable language and behaviour is not an option.**

- The Management Committee and Chair have overall accountability for this Policy and Reporting Procedure, for being the strategic lead on diversity and inclusion and for ensuring compliance with the relevant legislation.
- The Chair and Welfare Officer have overall responsibility for implementation of the policy.
- The Chair, Welfare Officer of the club and members of the Management Committee are responsible for :
  - (i) updating this Policy and Reporting Procedure in line with legislative and organisational developments
  - (ii) developing a strategic and proactive approach to diversity and inclusion
  - (iii) responding to discrimination concerns.
- Arnside Tennis Club's Welfare Officer is responsible for supporting the club to identify where (a) diversity and inclusion support is required; to implement safe and inclusive procedures and to promote diversity and inclusion principles and (b) ensuring compliance with the policy for Safeguarding of Children & Vulnerable Adults.
- All staff, consultants, coaches, officials and volunteers involved in tennis are responsible for raising diversity and inclusion concerns with the club's Welfare Officer to start with; then the Management Committee, if applicable, as outlined in the Reporting Procedure (see Appendix 1).
- Players, parents and guardians are responsible for upholding the Code of Conduct and Reporting Procedure.

## **3. Use of Terminology**

We have adopted the following definitions to explain our approach to diversity and inclusion in tennis:

**Discrimination**—treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation

**Diversity** – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

**Harassment**—unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. The focus is on the perception of the complainant not the intent of the perpetrator.

**Inclusion** –ensuring that tennis is equally accessible to any member of the community so they can be fully involved in whatever capacity they choose; and that they are supported to achieve their potential in any capacity e.g. player, employee, volunteer, coach or official. We will work to ensure that people have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, that they feel respected and valued and are not singled out, with regard to their age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity,

race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

#### **4. Conclusion**

Arnside Tennis Club is committed to taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. We will ensure that we institute, support or contribute to appropriate measures or initiatives that enable access to tennis and participation in associated activities by people from any group that is under-represented in tennis or has difficulty accessing it and that they can do so with dignity or without being singled out.

# APPENDIX 1

## **Procedure for Reporting Breaches of the Diversity and Inclusion Policy,**

Where there are concerns that diversity and inclusion good practice has not been followed, all club members are encouraged to follow the club's whistle blowing policy;

STEP 1 Complain directly to the Welfare Officer and seek resolution. In the first instance, this can often resolve many disputes or concerns.

STEP 2 If appropriate, the Welfare Officer will discuss the concerns of the Club member(s) who may require safeguarding

STEP 3 Welfare Officer to discuss with Management Committee to agree the future Club action(s)  
n.b. any members of the Management Committee who are responsible for the concerns should not be involved in these discussions

STEP 4 If requested by the concerned members(s), the Welfare Officer and Club Chair should contact the relevant Non-Government Organisations (NGO) e.g.

- (i) the LTA Safe and Inclusive Tennis Team
- (ii) Citizen's Advice
- (iii) for a child : the NSPCC Whistle blowing Advice line Tel : 0800 028 0285  
the NSPCC Help Line e-mail : [help@nspss.org.uk](mailto:help@nspss.org.uk)

STEP 5 If recommended by the relevant NGO, the Welfare Officer and Club Chair should contact the responsible government office for the relevant UK legislation

e.g. the Equality Enquiry Support Service  
Tel : 0808 800 0082  
Website : <http://equalityadvisoryservice.com/app/ask>

If someone comes to you with a concern about discrimination within the tennis club, listen to their complaint, reassure them and advise them of the routes listed above (Steps 1-5).

## **APPENDIX 2**

### **Codes of Conduct Relating to Diversity & Inclusion**

All members of staff and volunteers agree to:

- Be a positive role model. Act with integrity, even when no one is looking
- Help to create a safe and inclusive environment both on and off court
- Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language
- Report all allegations of abuse or poor practice to the club Welfare Officer
- Value and celebrate diversity and make all reasonable efforts to meet individual needs
- Keep clear boundaries between professional and personal life, including on social media
- Ensure roles and responsibilities are clearly outlined and everyone has the required information and training
- Not abuse, neglect, harm or discriminate against anyone; or act in a way that may be interpreted as such

# **APPENDIX 3**

## **Arnside Tennis Club**

### **Diversity and Inclusion Policy Statement**

This Diversity and Inclusion Statement summarises the Standards, Code of Conduct and Reporting Procedures applicable to Arnside Tennis Club and is based on similar policies of :

- The Lawn Tennis Association (LTA)
- Tennis Scotland
- Tennis Wales
- The Tennis Foundation

As a club we contribute actively to enable more people to play tennis more often in a manner that is safe, inclusive and fair. This applies regardless of a person's age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race sex, sexual orientation, religion, race, socio-economic status or any other background.

We recognise that many concerns and/or disclosures may have both safeguarding and diversity/inclusion elements to them. This policy reflects this through its reporting procedures, which replicate the safeguarding reporting procedures.

This policy strives to minimise risk and support our club members, events and individuals to deliver and experience a positive tennis experience for everyone.