

St Mary's Tennis Club Diversity and Equality Policy

This policy endorses the statement of intent in the *LTA Equality and Diversity policy (2012): promoting equality, championing diversity, including everyone.*

This policy is fully supported by the *St Mary's Tennis Club* management committee, which is responsible for its implementation and review.

St Mary's Tennis Club will therefore:

- a) play its part in making the sport accessible and welcoming to all who want to participate, be inclusive and welcoming of diversity
- b) adopt, embrace and promote the **Fair Play** values (1)
- c) aim to ensure that all people irrespective of their protected characteristics eg of age, background, disability, ethnicity, gender, religion or sexual orientation have a genuine and equal opportunity to participate in tennis at all levels and in all roles
- d) make a copy of the policy available to members and other people associated with the club and explain the policy to children
- e) be aware of the different types of discrimination and the impact that their actions can have on others as outlined in the LTA policy above and included below (2):
- f) respond to and investigate complaints or concerns
- g) monitor patterns of participation and highlight areas of concern including underrepresentation of particular groups, eg those related to age and gender

1. **Fair Play** in tennis has always been an important value and the LTA and Tennis Foundation are committed to ensuring that the tennis environment is fair, open and inclusive at every level in the sport.

Fair Play Values

Enjoy

- Tennis is your sport so enjoy it. Love the game.
- Be a good sport when you win, lose and watch matches.
- Be a role model and set a good example of the behaviour you expect from others.
- Let's create a safe, fun and fair tennis environment.

Respect

- Tennis is a game for everyone. Respect other players, parents and officials.
- Take responsibility for your actions.
- Learn and follow the rules and the Fair Play values.
- Call the score and lines loudly and fairly and leave it to the official to resolve problems.

These values apply equally to players, parents, coaches, officials and volunteers and cover all tennis activities, whether it is a competition, a friendly hit at a local court or a match you're watching

2. **Discrimination** can take many guises including verbal, physical, and online abuse. It may not always be obvious to the perpetrator or intended and therefore it is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

(i) Direct discrimination is where someone is treated less favourably than another person because of a protected characteristic.

(ii) Discrimination by association is direct discrimination against someone because they are associated with another person who possesses a protected characteristic.

(iii) Discrimination by perception is direct discrimination against someone because the other person thinks they possess a particular protected characteristic.

(iv) Indirect Discrimination occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.

(v) Harassment is defined as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment." In determining whether conduct can reasonably be considered as having such effect, the perception of the Complainant will be taken into account. Employees can now complain of behaviour they find offensive even if it is not directed at them.

(vi) Bullying may be defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure. Bullying is not limited to but can include racist, sexist and homophobic language and/or abuse.

(vii) Victimisation is illegal and considered to take place when someone is treated badly because they have made/supported a complaint or grievance.