

# Hutton and Shenfield UC LTC

## Equality and Diversity Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and ensure members, non members and visiting teams are not denied access to our tennis venue because of a discriminatory reason. An explanation of the different types of discrimination can be found in the LTA/tennis foundation equality and diversity policy –[www.lta.org.uk/equality](http://www.lta.org.uk/equality)

This policy is supported by the Club Committee who are responsible for the implementation and review of the policy.

Hutton and Shenfield LTC (the Club) is responsible for setting and upholding standards and values that apply throughout the club at every level, so tennis can be enjoyed by everyone who wants to participate.

1. The Club is committed to eliminate discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities and an inclusive welcoming environment.
2. The Club ensures that employees, members, non-members and visiting teams are treated fairly and with respect and ensures that all members of the community regardless of their ability have access to and opportunities to take part in, and enjoy its programmes of activities, competitions and events.
3. The Club opposes all forms of harassment, bullying or abuse towards an individual or group whether it is physical, verbal or online that is based on any of the characteristics listed above or for any other reason. Any incidents of this or a similar nature will be treated seriously and subjected to the appropriate disciplinary process.
4. The Club will ensure there is an immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with the complaints policy and, where such a complaint is upheld, the management committee may impose such sanctions as it considers appropriate and proportionate to the discriminatory behaviour.
5. The Club promotes a culture that encourages the learning and development of coaches and volunteers in order to achieve greater diversity and inclusion within tennis. As a minimum the Head Coach and at least two volunteers will undertake the LTA's Equality, Diversity and Inclusion Training.
6. The Club supports, promotes and enforces the LTA/Tennis Foundation Fair Play values within all tennis activities and environments.
7. The Club is committed to deliver a policy of fair and equitable treatment for all members and employees and requires all members, employees and volunteers to abide by and adhere to these policies and the requirements of the Equality Act 2010 as well as any amendments to this Act or any new equality legislation.
8. The Club is committed and takes action to create an inclusive environment that is welcoming and seeks to improve representation across all groups and participation at all levels within tennis.

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01 December 2016