



BARTON LAWN TENNIS CLUB

Diversity and Inclusion Policy

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1. Policy statement

Barton Lawn Tennis Club is dedicated to encouraging as wide and enjoyable participation in the sports we offer as possible. We aim to ensure that our members and employees are representative of the community we serve.

2. Scope

As part of this objective the Club will:

- Encourage diversity by celebrating differences amongst different groups of people;
- Avoid discrimination caused by treating less favourably any person who is a member of any of the groups listed below;
- Prevent harassment by avoiding conduct that might be interpreted as intimidating by the recipient.

3. Responsibility for the implementation of the Policy

The Club committee is responsible for implementation of this policy.

4. Policy objectives

The Club will take positive action to ensure equality and fairness to all members and staff and not to provide less favourable facilities, access, treatment or opportunities on any of the following grounds:

- Age;
- Disability;
- Gender reassignment;
- Marital or civil partnership status;
- Pregnancy and maternity;
- Race, ethnic origin, colour, nationality or national origin;
- Religion or belief;
- Sex or sexual orientation.

All members and employees will be treated fairly and with respect. Candidates for employment, promotion, training, or any other benefit will be selected solely on the basis of their aptitude and ability. All members and employees will be given help and encouragement to develop their full potential and utilise their talents.

5. Policy requirements

The Club will not discriminate in the acceptance of new members or the appointment of club coaches and officials. In addition the Club committee must take action to encourage membership from groups that are under-represented by reference to the community the Club serves.

The Club committee will appoint somebody from amongst its membership to monitor and make an annual report of issues and initiatives relating to inclusion and diversity.

6. Breaches of this Policy

The Club committee will sanction any official or member of the Club for breaches of this policy in accordance with established procedures.

Any member, employee or third party who has had dealings with the Club and who believes they have suffered or witnessed discrimination or harassment should raise the issue with the Club Welfare Officer who will initiate a formal investigation. The Club committee will investigate the complaint and report the outcome in writing to the complainant.

The complainant may appeal any unsatisfactory decision to the Committee of Holland Sports Club to which Barton Lawn tennis Club is affiliated.