



Diversity and Inclusion Policy

This Policy sets out our commitment and includes our Safe and Inclusive Standards, Code of Conduct and Reporting Procedure and it supports our overall aims for diversity and inclusion that are designed to ensure that:

- Tennis is diverse and inclusive
- Diversity and inclusion are embedded in our club's culture and our behaviours
- We take a proactive approach using positive action to ensure that communities and individuals are valued and able to achieve their full potential.
- We seek to create a culture where inclusive leadership thrives

To achieve these aims we believe that everyone involved in tennis has a vital role to play in promoting diversity and inclusion and we ask everyone to become Safe and Inclusive Tennis Champions – proactively promoting Safe and Inclusive tennis and taking action against all forms of discrimination.

We are proud to have a Diversity and Inclusion Policy that demonstrates our commitment to making tennis diverse and inclusive. The commitment to diversity and inclusion is upheld by all of the following – Lawn Tennis Association (LTA), Tennis Scotland, Tennis Wales and the Tennis Foundation.

These commitments are fully supported by the Blaydon Tennis Club Committee.

Together we can make a positive difference to enable people from different backgrounds to participate in tennis at our club.

1. Policy Statement

This Diversity and Inclusion Policy, Standards, Code of Conduct and Reporting Procedure are applicable to Blaydon Tennis Club and are based on similar policies supported and written by:

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

As a club we actively seek 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, socio-economic status or any other background.

We recognise that many concerns and/or disclosures may have both safeguarding, and diversity and inclusion elements to them. This policy seeks to reflect this reality through its reporting procedures.

This Policy strives to minimise risk and support our venue, programmes, events and individuals to deliver and experience a positive tennis experience for everyone. The Reporting Procedures included in this document outline how to respond to safeguarding or discrimination concerns/disclosures.



2. 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 collectively 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 an intimidating, hostile, degrading, humiliating or offensive environment for that individual or group. The focus is on the perception of the complainant not the intent of the perpetrator. Members and other users can complain of behaviour they find offensive even if it is not directed at them.

Inclusion – ensuring that as far as possible within our powers that tennis is equally accessible to any member of the community so they can be fully involved in whatever role they choose; and that they are supported to achieve their potential in any capacity e.g. player, 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, marital or civil partnership status, pregnancy or maternity, sex, sexual orientation, religion, race, socio-economic status or any other background.

Positive action – Blaydon 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 seek to ensure to the best of our abilities to 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 moreover that they can do so with dignity or without being singled out.

3. Scope

Blaydon Tennis Club has direct safe and inclusive responsibility for:

- Any staff and coaches they employ
- Volunteers, including committee members who support the work of the club
- For ensuring, to the best of their ability, that all accreditation requirements are met by accredited coaches and venues
- Events and programmes they run

We recommend and support the development of good diversity and inclusion practice by:

- Accredited coaches using Blaydon Tennis Club premises
- Players, parents and carers



- Volunteers recruited by other organisations who may at times use Blaydon Tennis Club premises
- Venues hired by or on our behalf

This Policy is in line with national legislation (see appendix A for details of the relevant legislation) and applicable to our club, specifically to every person and place that we have direct safe and inclusive responsibility for.

4. Responsibility for implementation of the Diversity and Inclusion Policy

Diversity and inclusion are everyone's responsibility: therefore, not responding to discriminatory or unacceptable language and behaviour is never an option.

The club's Committee, Welfare Officer and Chair have overall accountability for;

- Policy and Reporting Procedure
- for being the strategic lead on diversity and inclusion and for ensuring compliance with the relevant legislation (see Appendix for details)

The club's Chair and Welfare Office have overall responsibility for implementation of the policy

The Chair and Welfare Officer of the club are responsible for;

- updating this Policy and Reporting Procedure in line with legislative and organisational developments
- for developing a strategic and proactive approach to diversity and inclusion
- responding to concerns regarding discrimination.

The Blaydon Tennis Club's Welfare Officer is responsible for supporting the club to identify;

- where diversity and inclusion support is required
- safe and inclusive procedures
- promote diversity and inclusion principles, including the Safeguarding and Reporting Procedure to all programmes, events and individuals including players, parents and carers

All coaches, and volunteers involved in tennis are responsible for;

- raising diversity and inclusion concerns with the club's Welfare Officer (Where applicable they should also be prepared to share any concerns with the Safe and Inclusive Tennis Team, see the Reporting Procedure for details as to how these can be contacted).

Players, parents and guardians are responsible for upholding the Code of Conduct and Reporting Procedure.

The Blaydon Tennis Club Committee:

- has formally adopted this policy
- will endeavour to ensure that our committee, members, participants and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action under our constitution
- will take whatever steps it is within its power to do so to ensure that access to membership as well as access to participation is open and inclusive
- will publish accurate information about the location and accessibility of our facilities
- will support measures and initiatives that British Tennis may institute or take part in to advance the aims of this policy as part of our commitment to our LTA membership.



Where there is a diversity and inclusion concern/disclosure:

- The individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Concern Reporting Procedure below.

5. Breaches of the Diversity and Inclusion Policy, Standards, Code of Conduct and Reporting Procedure

Reporting a Concern Procedure

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:

Respond

Listen carefully to what the person is telling you. Do not interrupt; keep questions to a minimum; do not promise to keep the information given secret.

Refer

If someone is in immediate danger call the Police (999).

If not in immediate danger contact and talk to Blaydon Tennis Club Welfare Officer Nadia Conway (tel:- 07879 440 146); email:-safeguarding.blaydontc@gmail.com; or the LTA Safe and Inclusive Team (020 8487 7000) as soon as possible. If unable to talk to either of these and if a young person is involved you can call the NSPCC 24-hour helpline (0808 800 5000). If your concern relates to an adult then you can as an alternative contact Adult Social Care Gateshead Council (0191-4337033). If you consider a Hate Crime has been committed you may as an alternative contact your local police station.

Record

Write down as soon as you can an objective account of your concerns using the "Reporting a Concern Form" to be found in the Blaydon Tennis Club website policies and procedures section. Forward to the Blaydon Tennis Club Welfare Office if possible within 48 hours.

Handling a concern/disclosure can be difficult at all sorts of levels. If you would like to talk to someone after reporting a concern or making a disclosure about the experience you are encouraged to contact the LTA Safe and Inclusive Team (tel: 02084877000; email: safeandinclusive@lta.org.uk).

Where there are concerns that diversity and inclusion good practice has not been followed, all coaching staff operating on club premises are encouraged to follow the whistleblowing policy of the organisation to which they are attached or employed by. Members, volunteers, coaches and players are also encouraged to follow the following procedures:

1. In the first instance raise your concerns directly with the person or organisation and seek immediate resolution. This can often lead to the resolution of many concerns. If this fails to do so to your satisfaction contact either the Club Secretary or the Welfare Officer.



2. If required you can contact the LTA Safe and Inclusive Tennis Team (safeandinclusive@lta.org.uk). They can assist by liaising with the club and undertaking an investigation. These should be your first port of call.

3. If you feel subsequently that the matter remains unresolved and a young person is involved you could contact the NSPCC Whistleblowing advice line: 0800 028 0285 and help@nspcc.org.uk

4. Finally in addition you can seek advice from the Equality Advisory Support Service: call them on 0808 800 0082.

If someone comes to you with a concern around discrimination, listen to their complaint, reassure them and advise them of the routes listed above (1-4).

Breaches of this Policy and/or failure to comply with the outlined responsibilities may result in the following action being taken by the LTA:

- Venues – Potential removal of LTA accreditation.
- Staff – disciplinary action leading to possible dismissal and legal action.
- Contracted coaches – termination of current and future roles within all four organisations and possible legal action.
- Recruited volunteers, including Club Committee members, trustees and officers – termination of current and future roles within all organisations and possible legal action.

Actions taken by volunteers, coaches, venues, clubs and/or events outside of the LTA that are seen to contradict this Policy may be considered a violation of this Policy.

Where an appeal is lodged in response to a safeguarding decision made by the LTA Safe and Inclusive Tennis Team and Safeguarding and Protection Committee and/or Licensing and Registration Committee, an independent appeal body such as Sport Resolutions may be used. Their decision is final.

Safe and Inclusive

Blaydon Tennis Club will seek as a membership organization to:-

- Prioritise the well-being of all children and adults at all times.
- Be a positive role model and act with integrity.
- Help to create a safe and inclusive environment both on and off court and promote fair play values.
- Value and celebrate diversity and make all reasonable efforts to meet individual needs.
- Encourage all coaches and volunteers to keep clear boundaries between their professional and personal life, including on social media. This will include checking they have the relevant consent from parents/carers, children and adults before taking or using photos and videos. With regards the latter it should be noted that Blaydon Tennis Club has installed standard CCTV equipment to prevent vandalism and break-ins.
- Ensure your own roles and responsibilities, and those of everyone you are responsible for, are clearly outlined and everyone has the information, training and support to carry them out.
- Ensure where possible that coaches and volunteers are not alone with a child or adult at risk; if anyone has to be alone with a child or adult at risk then they should let someone know such as a carer, club secretary, senior coach, etc.

All parties involved in the life of the club are expected to maintain the highest standards of behaviour



and in particular ensure that nobody using the premises is subject to abuse, neglect, harm or discrimination; or acts in a way that may be interpreted as such. Also, to be at all times prepared to report all concerns and disclosures as soon as possible, following the Concern Reporting Procedure, and where someone is in immediate danger dial 999.

This Code of Conduct should be interpreted in a spirit of integrity, transparency and common sense, with the best interests of children and adults at risk as the primary consideration.



Appendix A – Glossary of Terms

Age: This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32-year old's) or range of ages (e.g. 18 – 30-year old's, or people over 50).

Bisexual or Bi: refers to a person who has an emotional and/or sexual orientation towards more than one gender.

Bullying: can involve any form of physical, emotional, sexual or discriminatory abuse. It can also include cyber-bullying – using social media or mobile phones to perpetrate bullying.

Direct discrimination: treating someone less favourably than another person because of a protected characteristic.

Disability: A physical or mental impairment that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities

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.

Discrimination by association: discrimination against someone because they are associated with another person who possesses a protected characteristic.

Discrimination by perception: discrimination against someone because of the belief that someone possesses a protected characteristic.

Diversity: acknowledging and celebrating the differences between groups of people and between individuals.

Equality: treating everyone with fairness and respect and recognising and responding to the needs of individuals. Taking positive actions to address existing disadvantages and barriers affecting how people engage with and participate in tennis. Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or whether they have a disability. Equality recognises that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.

Ethnicity: the social group a person belongs to, and either identifies with or is identified with by others, as a result of a mix of cultural and other factors including language, diet, religion, ancestry and physical features traditionally associated with race. Ethnicity is essentially self defined and may change over time.

Gay: refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality – some women define themselves as gay rather than lesbian.

Gender identity: this is an individual's internal self-perception of their own gender. A person may identify as a man, as a woman, as neither man or woman (non-binary) or as androgyne/polygender.

Gender reassignment: The process of changing or transitioning from one gender to another.



Harassment: unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an 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. Employees can complain of behaviour they find offensive even if it is not directed at them.

Hate crime: crime that is targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation or transgender identity. This can be committed against a person or property.

Homophobia: the fear, unreasonable anger, intolerance or/and hatred toward homosexuality, lesbian gay and bisexual people whether that person is homosexual or not.

Inclusive leadership: leaders who are aware of their own biases and preferences, actively seek out and consider different views and perspectives to inform better decision-making. They see diverse talent as a source of competitive advantage and inspire diverse people to drive organisational and individual performance towards a shared vision.

An Inclusive Leader: is a role model exemplar of inclusive behaviour; listens to and seeks out the views of diverse people and takes account of these views, without bias, in the decisions they make; appreciates that a diverse group of people will generate more creative solutions to problems and encourages this; inspires people through a shared vision of future success and motivates them to deliver it; leverages difference for high performance and provides responsive excellence to customers', clients' and service users' needs; provides positive feedback to boost people's self-efficacy; puts effort into helping diverse people identify their talents and develop them for performance now and future advancement; communicates authentically and honestly in a way that inspires trust, loyalty and well-being.

Inclusion: recognising that people from different backgrounds may have different needs and expectations and may experience barriers in trying to access tennis. An inclusive venue is one that takes steps to attract and engage with people from many different backgrounds and meet their needs so that everyone has a positive experience and has the opportunity to achieve their potential.

Indirect discrimination: a practice, policy or rule which applies to everyone in the same way, but that has a worse effect on some people than others.

LGBTQ: an acronym for Lesbian, Gay, Bisexual, Trans and Questioning/Queer.

Lesbian: a woman who has an emotional romantic and /or sexual orientation towards women.

Monitoring equality: refers to data collection and analysis to check if people with protected characteristics are participating and being treated equally. For example: monitoring of the number of people with a disability who play tennis at our venue.

Non-binary: an umbrella term for a person who does not identify as only male or only female, or who may identify as both.

Positive action: a range of lawful actions that seek to overcome or minimise disadvantages (for example in employment opportunities) that people who share a protected characteristic have



experienced, or to meet their different needs.

Pregnancy and maternity: pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Questioning: it refers to the process of exploring your own sexual orientation and/or gender identity. Positive action.

Race: refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Radicalisation, extremism and terrorist behaviour: Radicalisation is the process by which a person comes to support terrorism and/or forms of extremism. Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs. There is no single way to identify an individual who is likely to be susceptible to extremist ideology. The internet and the use of social media can be a major factor in the radicalisation of people.

Reasonable adjustment: What is considered reasonable will depend on all the circumstances of the case including the size of an organisation and its resources, what is practicable, the effectiveness of what is being proposed and the likely disruption that would be caused by taking the measure in question as well as the availability of financial assistance

Religion or belief: religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Sex: refers to the biological makeup such as primary and secondary sexual characteristics, genes, and hormones. The legal sex is usually assigned at birth and has traditionally been understood as consisting of two mutually exclusive groups, namely men and women.

Sexual orientation: a person's emotional, romantic and/or sexual attraction to another person.

Trans/Transgender: an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, genderqueer (GQ).

Transphobia: the fear, unreasonable anger, dislike, intolerance or/and hatred toward trans people, whether that person has undergone gender reassignment or is perceived to have done that.

Transsexual Person: someone who has started the process of changing their gender identity is undergoing or has undergone gender reassignment. Refers to a range of lawful actions that seek to overcome or minimise disadvantages (e.g. in employment opportunities) that people who share a protected characteristic have experienced, or to meet their different needs.

Unconscious bias or implicit bias: this refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural



environment and personal experiences.

Gender Reassignment: Refers to a person who has the protected characteristic of gender reassignment. This may be a woman who has transitioned or is transitioning to be a man, or a man who has transitioned or is transitioning to be a woman. The law does not require a person to undergo a medical procedure to be recognised as a transsexual.

Victimisation: when someone is treated badly because they have made or supported a complaint or grievance.

Appendix B – Legislation

The Equality Act 2010[1] legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or on maternity leave
- disability
- race including colour, nationality, ethnic or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

These are called “protected characteristics”.

People are protected from discrimination:

- at work
- in education
- as a consumer
- when using public services
- when buying or renting property
- as a member or guest of a private club or association

People are also protected from discrimination if:

- they are associated with someone who has a protected characteristic, e.g. a family member or friend
- they have complained about discrimination or supported someone else's claim

Discrimination can come in one of the following forms:

- direct discrimination – treating someone with a protected characteristic less favourably than others.
- indirect discrimination – putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair



disadvantage.

- harassment – unwanted behaviour linked to a protected characteristic that violates someone’s dignity or creates an offensive environment for them.
- victimisation – treating someone unfairly because they’ve complained about discrimination or harassment.