



BUNGAY TENNIS CLUB

Diversity and Inclusion Policy

Approved: 15 May 2023
Review by: 15 May 2026

Diversity and Inclusion in Bungay Tennis Club

1. Policy Statement

This Policy sets out our commitment to diversity and inclusion in Suffolk Tennis. This policy supports our overall aims for diversity and inclusion that are to ensure that:

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

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 our members and all players to proactively promoting Safe and Inclusive Tennis¹, taking action against all forms of discrimination.

Together we can make a positive difference to people from different backgrounds to participate in tennis in Suffolk.

This policy is consistent with the law (see Appendix A); and the Inclusion Strategy² of the Lawn Tennis Association (LTA) and its Diversity and Inclusion Policy. It should be read in conjunction with Bungay Tennis Club Code of conduct. It can be used to report concerns about behaviour that is not inclusive or consistent with promoting diversity but, where there is a risk to a child(ren) or adult at risk of abuse, the Safeguarding Policy and/or Anti-Bullying Policy should be used instead.

As a County we contribute actively to enable more people to play tennis more often, in a manner that it is safe, inclusive, and fair. This applies equally to people with any of the 9 protected characteristics in law³ (age, disability, gender, sex, relationship status, pregnancy or parenthood, race, sexual orientation, religion or belief, or race (including colour, nationality, ethnic or national origin). We also extend it to include socio-economic status.

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 a protected characteristic.

¹ <https://www4.lta.org.uk/globalassets/about-lta/safeguarding/whats-the-score---safe-and-inclusive-tennis.pdf>

² <https://www.lta.org.uk/about-us/what-we-do/governance-and-structure/policies-and-rules/equality-and-diversity/>

³ <https://www.gov.uk/discrimination-your-rights>

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 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. People can complain of behaviour they find offensive even if it is not directed at them.

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 due regard to any protected characteristics and/or their socio-economic status.

Positive action – Bungay 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.

(See Appendix B for full glossary of terms)

3. Scope

Bungay Tennis Club has direct responsibility for:

- Staff and contractors (including consultants, coaches and officials)
- Volunteers, including management committee members, patrons, sponsors and guests
- Events and programmes it runs.

We promote and support the development of good diversity and inclusion practice to:

- Staff and contractors (including consultants, coaches and officials)
- Volunteers, including management committee members, patrons, sponsors and guests

- Players and player support persons⁴
- Registered venues, including those used by Bungay Tennis Club for services it directly provides including events, training and tournaments

4. Responsibility for implementation of the Diversity and Inclusion Policy

Diversity and inclusion is everyone's responsibility. Not challenging discriminatory or unacceptable language and behaviour is not an option.

- Bungay Tennis Club Committee, through its Chair, is responsible for ensuring compliance with the law; development of a strategic approach to diversity and inclusion; and implementation of this policy
- Bungay Tennis Club's Welfare Officer is responsible for investigating concerns raised under this policy and in supporting registered venues with the development and implementation of diversity and inclusion policies and strategies
- All staff, contractors and volunteers involved in tennis are responsible for raising diversity and inclusion concerns initially with the Welfare Officer, Suffolk LTA County Safeguarding Officer and with the LTA's Safe and Inclusive Tennis team if applicable at: safeandinclusive@lta.org.uk
- Players and player support persons⁵ are responsible for upholding the Bungay Tennis Club's Code of Conduct.

Bungay Tennis Club will:

- Ensure that access to membership of the Club and access to participation in its activities is open and inclusive
- Publish accurate information about the accessibility of its' activities
- Take appropriate steps to deal with breaches of this policy, including where appropriate taking disciplinary action under Suffolk LTA's constitution.
- Support LTA initiatives that promote diversity and inclusion .

5. Where there is a diversity and inclusion concern

The individual who sees, hears, or is made aware of the concern should:

- Speak to the person responsible for the behaviour if safe to do so, with the aim of achieving satisfactory resolution for those involved
- If this is not possible, organisation to which the person responsible for the behaviour belongs/is associated with
- Report it to the Suffolk LTA Safeguarding Officer.

⁴ Any coach, trainer, manager, agent, representative, team staff, official, nutritionist, medical or paramedical personnel, any other person working with, treating or assisting a player, or any parent, guardian, carer, family member, relative, or other associate or supporter of a player (as defined in the LTA Code of Conduct April 2022)

⁵ Any coach, trainer, manager, agent, representative, team staff, official, nutritionist, medical or paramedical personnel, any other person working with, treating or assisting a player, or any parent, guardian, carer, family member, relative, or other associate or supporter of a player (as defined in the LTA Code of Conduct April 2022)

If someone seeks your advice about a concern around discrimination, listen to their complaint and advise them of the routes listed above.

6. Breaches of the Diversity and Inclusion Policy

Breaches of this policy may result in:

- Bungay Tennis Club – potential removal of LTA registration
- Contractors (consultants, officials and coaches) – termination of current and future contracts/accreditation
- Volunteers (including councillors and committee members) – termination of current and future roles within tennis
- Legal action.

Appendix A: The Law

The Equality Act 2010⁶ 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

⁶ <http://www.legislation.gov.uk/ukpga/2010/15/contents>

- 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.

Appendix B: 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 person having a physical or mental impairment that has a substantial and long-term adverse effect on that 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.

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 behavior; 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.

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.

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 behavior: 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: 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.

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.

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