



Llantwit Major Tennis Club Equality & Diversity Policy

Llantwit Major Tennis Club is run by the community for everyone in the community. As such we are committed to ensuring that the club remains open, accepting and accessible to all sections of society, welcoming diversity, accepting difference and challenging all forms of discrimination and unjust behaviour. We value and embrace the differences in people, whilst ensuring that everyone is treated with an equal level of respect and everyone has equal access to services.

LMTC shares the Lawn Tennis Association (LTA) and Tennis Wales' primary aim: 'to enable more people to play tennis more often; growing and sustaining the sport so that it is safe, inclusive, fair and accessible; promoting positive experiences, making tennis accessible and available to everyone.' British Tennis Diversity and Inclusion Policy 2017

LMTC is committed to delivering this primary aim regardless of a person's race, age, disability, gender, gender reassignment status, marital or civil partnership status, pregnancy or maternity status, sexual orientation, religion, socioeconomic status or any other background. The first 9 of these are referred to as 'protected characteristics' and are set out in the Equality Act 2010.

LMTC believe that every member has a vital role to play in promoting diversity and inclusion and we ask everyone to proactively promote Safe and Inclusive tennis and to take action against all forms of discrimination, including:

- Direct Discrimination
- Discrimination by association
- Perceptive discrimination
- Indirect discrimination
- Harassment (Including 3rd Party)
- Victimisation

Should anyone have any concerns regarding Equality & Diversity at Llantwit Major Tennis Club, please refer to the 'Raising a Concern' flowchart on display in the clubhouse and on the club's website or contact the club's Welfare Officer, Nicola Farmer, either via e-mail LMTCwelfareoffice@gmail.com or by phone 07810 796689. Should you feel that someone is in immediate danger, contact the Police.

Definitions for terminology used in this policy

Discrimination – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment status, marriage or civil partnership status, pregnancy or maternity status, race, religion or belief, sex or sexual orientation.

Direct Discrimination – occurs when an organisation directly denies an individual opportunities and services because they possess a protected characteristic i.e. refusing them membership, training, access to facilities or services, or giving them adverse terms and conditions.

Indirect discrimination - occurs when an organisation's practices, policies or procedures have the effect of disadvantaging people who share certain protected characteristics.

Perceptive Discrimination - refers to discrimination based on a perception that an individual has a protected characteristic or is a member of a relevant protected group.

Discrimination by association - if an individual is treated less favourably because a colleague, associate, family member or friend has a protected characteristic. It's also possible to be discriminated against for not holding a particular (or any) protected characteristic.

Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. Working 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. Note that the focus is on the perception of the complainant not the intent of the perpetrator.

Victimisation - Victimisation is defined in the Equality Act 2010 as: 'treating someone badly and/or less favourably because they have carried out a 'protected act' (or because you believe that a person has carried out or is going to carry out a 'protected act'). 'Protected acts' are: Making a claim or complaint of discrimination (under the Equality Act); helping someone else to make a claim by giving evidence or information; making an allegation that someone has breached the Act; doing anything else in connection with the Act.'

Review Date: March 2024

Date of next review: March 2026