

**DIVERSITY AND INCLUSION POLICY**

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

* **Tennis is diverse and inclusive**
* **Diversity and inclusion are embedded in our club’s 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 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.

**Ruthin tennis club** has 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 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.

**Harassmen**t:

Unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment.

**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. Ruthin Tennis Club 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, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

**Anti Bullying**

Ruthin Tennis Club is committed to providing a caring, friendly and safe environment for all our members so they can play tennis in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our club, If bullying does occur, all players or parents should be able to tell the welfare officer or chairperson and know that incidents will be dealt with promptly and effectively

If you experience any problems, or notice that a member is violating an individual’s dignity or are intimidating/ bullying members please don’t keep it to yourself. Contact the Welfare Officer, chairperson or tennis secretary and report the incidence.

(March 27th 2018)

Policy Review Date March 2020)