

EQUALITY, DIVERSITY AND INCLUSION POLICY

Six Bells Park Community Tennis is committed to encouraging equality, diversity and inclusion among our members and eliminating unlawful discrimination.

The aim is for our users to be truly representative of all sections of society and our customers, and for each of them to feel respected and able to give their best.

The organisation - in providing goods and/or services and/or facilities - is also committed against unlawful discrimination of customers or the public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our group.
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex and sexual orientation
- oppose and avoid all forms of unlawful discrimination.

The organisation commits to:

- Encourage equality, diversity and inclusion in the workplace as they are good practice.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all members are recognised and valued.

This commitment includes everyone being aware about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include users conducting themselves to help the organisation provide equal opportunities in the group and community and prevent bullying, harassment, victimisation and unlawful discrimination.

All users should understand they, as well as Six Bells Park Community Tennis, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work, against fellow employees, customers, suppliers and the public.

- Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow users, customers, suppliers, visitors, the public and any others in the course of the organisation's sport and physical activities.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

- Make opportunities for training, development and progress available to all users, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- Review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.