



Diversity and Inclusion Policy

The aim of this policy is to ensure that everyone is treated fairly and with respect and members, non-members and visiting clubs and teams are not denied access to St Leonards and St Ives TC because of a discriminatory reason.

a) St Leonards and St Ives TC is responsible for setting standards and values to apply throughout the club at every level. Tennis should be enjoyed by everyone who wants to play the game. St Leonards and St Ives Tennis Club, in all its activities will not discriminate in any way or treat anyone less favourably and commit to eliminate discrimination by reason of

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and belief
- Sex
- Sexual orientation

and it encourages equal opportunities.

b) This policy is fully supported by the St Leonards and St Ives Tennis Club committee which is responsible for the implementation and review of this policy.

c) St Leonards and St Ives TC will ensure that it treats its employees, members, non-members and visiting clubs and teams fairly and with respect and will ensure that all members of the community have access to membership and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events.

d) St Leonards and St Ives TC will not tolerate harassment, bullying, abuse or victimisation of an individual (which the St Leonards and St Ives TC regards as forms of discrimination). This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. St Leonards and St Ives TC will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

e) St Leonards and St Ives TC commits itself to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to its attention. Complaints will be dealt with in accordance with its complaint's procedure and, where such a complaint is upheld, the club may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.

f) St Leonards and St Ives TC is committed to taking positive action where inequalities exist and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity in tennis.

g) St Leonards and St Ives TC is committed to a policy of equal treatment of all members and employees and requires all members and employees to abide by and adhere to these policies and the requirements of the relevant equalities legislation, including the Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995, Age Discrimination Act 2006 as well as any amendments to these acts and any new legislation.

Terminologies and descriptors

There are three categories of discrimination: direct, indirect and positive:

Direct discrimination - is where a person, in a group of people with the same or similar circumstances, is treated less favourably than the others because of their race, gender, disability or sexuality.

Indirect discrimination - occurs where the effect of certain requirements, provision or practices imposed by an organisation has an adverse impact disproportionately on one group or other. Indirect discrimination generally occurs when a rule or condition, which is applied equally to everyone, can be met by a considerably smaller proportion of people from a particular group; the rule is to their advantage and it cannot be justified on other grounds.

Positive discrimination - is in favour of those who were formerly discriminated against, especially in the provision of social and educational facilities and employment opportunities.

Harassment - can be described as inappropriate actions, behaviour, comments or physical contact, which may cause offence i.e. mental or physical anxiety or hurt to an individual: It may be related to gender, race, disability, sexuality, age, religion, nationality or any personal characteristic of an individual.

Victimisation - can be described as treating an individual less favourably than one would treat others because the individual has made a complaint of discrimination, given evidence of a complaint or raised a concern.

Positive action - refers to a number of methods designed to counteract the effects of discrimination and to help eradicate stereotyping. It can be initiatives or activities that attempt to redress imbalances by providing extra help, doing things in a different way or promoting opportunities in targeted places and to targeted groups. Under this broad meaning, positive action may include actions such as the introduction of discriminatory selection procedures, and training programmes or policies aimed at preventing sexual harassment. An example of positive action being taken is the employment of a female coach to lead a session aimed at women, to specifically encourage uptake and participation by female players.

Prejudice - is literally pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.

Stereotyping - is grouping or labelling people because they are members of a particular 'visible' group, and assuming that they have particular traits that are considered to be characteristics of that group.

Dignity – is about respectful, responsible, fair and humane behaviour, something that is reflected in the club's constitution.

Disadvantage – is where, as a result of discrimination, an individual or group is deprived of some or all resources and opportunities. This may affect people directly or indirectly.

Social exclusion - is when people or areas suffer from one or a combination of linked problems such as unemployment, poor skills, low income, high crime environments or lack of facilities.

The LTA's Inclusion and Diversity Policy sets out further details which our club fully supports.

