

Histon Tennis Club Diversity and Inclusion Policy

Histon Tennis Club is committed to the following principles:

- 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.

We believe that everyone involved in tennis has a role to play in promoting diversity and inclusion and we ask everyone to take action against all forms of discrimination.

Our commitment to diversity and inclusion is upheld by the Lawn Tennis Association (LTA) and the Tennis Foundation and is fully supported by the Histon Tennis Club Committee.

1. Policy statement

As a club we strive to enable more people to play tennis more often, in a manner that it is safe, inclusive, and fair. This applies regardless of a person's age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race, sexual orientation, socio-economic status or any other background.

2. Use of terminology

We use 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.

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.

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, 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 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.

Positive action – we are 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.

3. Scope

Histon Tennis Club is responsible for:

- Staff, consultants, coaches and officials they employ or contract
- Volunteers, including board members and councillors they recruit
- Equipment they own
- Events and programmes they run
- Ensuring all accreditation requirements are met by accredited coaches, officials and venues.

We will champion the development of good diversity and inclusion practice among coaches, officials, players, volunteers, parents and carers, and at venues used by the Club and events run by us and others.

This policy is in line with national legislation.

Please note the club doesn't have any employees and the courts are owned and maintained by Parish Council.

4. Responsibility for implementing this policy

Diversity and inclusion are everyone's responsibility and all are expected to respond to discriminatory or unacceptable language and behaviour.

- The Club's Chair and Committee have overall accountability for this policy, for being the strategic lead on diversity and inclusion, and for ensuring compliance with the relevant legislation.
- The club's Chair and Welfare Officer have overall responsibility for implementation of the policy. They are also responsible for updating this Policy and Reporting Procedure in line with legislative and organisational developments; developing a strategic and proactive approach to diversity and inclusion; and responding to discrimination concerns.
- The Welfare Officer is responsible for helping the club to identify where diversity and inclusion support is required; implementing inclusive procedures; and communicating diversity and inclusion principles, including the Reporting Procedure, to all individuals including players, parents and carers.
- Staff, consultants, coaches, officials and volunteers are responsible for raising diversity and inclusion concerns with the club's Welfare Officer.
- Players, parents and guardians are responsible for upholding the principles and practices outlined in the policy.
- The Club is committed to:
 - formally adopting this policy and take steps to ensure that the committee, members, participants and volunteers behave in accordance with the policy, including where appropriate taking disciplinary action;

- ensuring that access to membership as well as access to participation is open and inclusive;
- publishing accurate information about the location and accessibility of Club facilities;

Where there is a diversity and inclusion concern/disclosure, the individual who is told about, hears, or is made aware of the concern/disclosure is responsible for following the Reporting Procedure.

5. Reporting Procedure

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:

- **Respond**

Listen carefully to what the person is telling you. Do not interrupt; keep questions to a minimum; do not promise to keep the information secret

- **Refer**

Is someone in immediate danger?

YES: Call the police (999);

NO: Talk to the club's Welfare Officer in confidence; Talk to the LTA Safeguarding Team (020 8487 7000) as soon as possible [Mon-Fri, 9am-5pm].

- **Record**

Write an objective account of your concerns immediately and send it to the Welfare Officer within 48 hours of the concern/disclosure. If you would like to talk to someone after making a concern/disclosure, contact the LTA Safeguarding Team on 020 8487 7000 or email safeguarding@lta.org.uk

6. Sanctions for policy breaches

Breaches of this policy and/or failure to comply with the outlined responsibilities will trigger the Club's Disciplinary Process and may result in the following actions:

- Venues – potential removal of LTA accreditation
- Staff – disciplinary action leading to possible dismissal and legal action.
- Contracted consultants, officials and coaches – termination of current and future roles within the Club and possible legal action.
- Recruited volunteers, including councillors and board members – termination of current and future roles and possible legal action.