



**Statement:**

Kings Sutton Tennis Club (KSTC) acknowledges Diversity and Inclusion (D&I) and promotes our Safe and Inclusive Standards, Code of Conduct and Reporting Procedures. It supports our overall aims for diversity and inclusion that are to ensure that:

- Tennis is diverse and inclusive
- Diversity and inclusion are embedded in our club's culture and 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 D&I Policy that demonstrates our commitment to making tennis diverse and inclusive. The commitment to Diversity and Inclusion is upheld by all - Lawn Tennis Association (LTA) and the Tennis Foundation. Together we can make a positive difference to people from different backgrounds to participate in Tennis at KSTC. The club's policy and procedures are mandatory for everyone involved in the Club. Failure to comply with the policy and procedures will be addressed and may result in dismissal/exclusion from the club.

The club's D&I policy will be reviewed every three years, or sooner in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Local Equality Advisory Support Service
- as a result of any other significant change or event

Thank you  
KSTC Committee



1. 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, socioeconomic status or any other background.

## 2. Use of terminology:

We use the following definitions to explain our approach to diversity and inclusion in tennis:

- i. 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.
- ii. Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. KSTC 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.
- iii. 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.
- iv. 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. KSTC 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, sexual orientation, religion, socio-economic status or any other background.
- v. Positive action – KSTC 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:

KSTC is responsible for:

- Staff, consultants, coaches and officials we employ or contract
- Volunteers, including committee members
- Equipment we own



- Events and programmes we 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 KSTC and events run by us and others.

This policy is in line with national legislation.

4. Implementation of this D&I policy is everyone's responsibility and all members, volunteers and visitors 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, Coaches and Committee members are 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 or any member of the Committee.
- 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 to 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, witnesses, 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](mailto: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 a Disciplinary Process and may result in the following actions:

- Coaches – 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 committee members – termination of current and future roles and possible legal action.

Additionally KSTC have the power to impose any one or more of the following sanctions on any person found to be in breach of this policy:

- Temporarily suspend from membership;
- Permanently exclude from membership;
- Exclude a non-member from the facility, either temporarily or permanently; and
- Turn down a non-member's current and/or future membership applications

### *Questions or queries about this policy*

If you have a general query about this policy please contact the secretary of KSTC.