



BEXLEYHEATH TENNIS CLUB
Park View Road, Welling, Kent DA16 1SY

Diversity and Inclusion Policy

The aim of this policy is to ensure that everyone is treated fairly, with dignity and respect and that members, non-members, coaching staff and visiting teams are not denied access to Bexleyheath Tennis Club because of a discriminatory reason.

This policy is fully supported by the Bexleyheath Tennis Club Committee which is responsible for the implementation and review of this policy

Bexleyheath Tennis Club will therefore adhere to the following:

- be responsible for setting standards and values to apply throughout the club at every level, as tennis should be enjoyed by everyone who wants to play the game
- be committed to eliminate discrimination by reason of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex, sexual orientation. and to encourage equal opportunities
- not discriminate or in any way treat anyone less favourably, on grounds of age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex, sexual orientation.
- ensure that it treats its members, non-members, coaching staff and visiting teams fairly and with respect and will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, its programmes of activities, competitions and events
- not tolerate harassment, bullying, abuse or victimisation of an individual (which the club regards as forms of discrimination), including sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal and work to ensure that such behaviour is met with appropriate action in whatever context it occurs
- be committed to the immediate investigation of any complaints of discrimination on the above grounds (as per para b), once they are brought to its attention. Complaints will be dealt with in accordance with its complaints policy and, where such a

complaint is upheld, the Bexleyheath Tennis Club Committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour

- be 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
- be committed to a policy of equal treatment of all members, coaching staff and visitors and requires all members, coaching staff and visitors to abide by and adhere to these policies and the requirements of the relevant legislation (including the Equality Act 2010) as well as any amendments to existing legislation and any new legislation

In the event that any member, coach, visitor or visiting team feels that he, she or it has suffered discrimination or harassment in any way or that the policies, rules or code of conduct have been broken they should follow the procedures below.

1. The complainant should report the matter in writing to the secretary or another member of the Bexleyheath Tennis Club Committee. The report should include:

- i. details of what occurred;
- ii. details of when and where the occurrence took place;
- iii. any witness details and copies of any witness statements;
- iv. names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
- v. details of any former complaints made about the incident, including the date and to whom such complaint was made; and
- vi. an indication as to the desired outcome.

2. The Bexleyheath Tennis Club Committee or their representatives:

- i. will request that both parties to the complaint submit written evidence regarding the incident(s);
- ii. may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;
- iii. may (at its sole discretion) hold a hearing (whether or not such a hearing is requested by either party) at which both parties will be entitled to attend and present their case;
- iv. will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Diversity and Inclusion Policy):
 - warn as to future conduct;
 - suspend from membership;
 - remove 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.
- v. will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one (1) calendar month of such decision being made.

vi. Either party may appeal a decision of the Committee to the Bexleyheath Sports Club (including a decision not to hold a hearing) by writing to the BTC Secretary within 3 months of the club's decision being notified to that party.

3. If the nature of the complaint is with regard to the Committee or other body or group in the club, the member or visitor has the right to report the discrimination or harassment directly to the relevant County Association.

Terminologies and descriptors

Dignity is about respectful, responsible, fair and humane behaviour, something that is reflected in the 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.

Discrimination

a) Direct discrimination

Direct discrimination occurs where someone is treated less favourably directly because of:

- a legally protected characteristic they possess (see below) - this is direct discrimination; and/or

- a protected characteristic of someone they are associated with, such as a friend, family member or colleague - this is direct discrimination by association; and/or
- a protected characteristic they are thought to have, regardless of whether this perception by others is actually correct or not - this is direct discrimination by perception.

b) Indirect discrimination

This type of discrimination is usually less obvious than direct discrimination and can often be unintended. In law, it is where a provision, criterion or practice is applied equally to a group of people, but has (or will have) the effect of putting those who share a certain protected characteristic at a particular disadvantage when compared to others in the group

c) Harassment

Harassment is defined as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment." In determining whether conduct can reasonably be considered as having such effect, the perception of the Complainant will be taken into account. Employees can now complain of behaviour they find offensive even if it is not directed at them.

d) Victimisation

Victimisation is illegal and considered to take place when someone is treated badly because they have made/supported a complaint or grievance.

'Positive action'

The general positive action provisions in the Equality Act 2010 seek to address disadvantage and under-representation among protected groups, not only in employment generally but

also in relation to the provision of services and public functions. Measures which are targeted at the protected groups are permitted if they are a proportionate means of the aim of enabling or encouraging persons to overcome or minimise disadvantage; or meeting the different needs of the protected group; or enabling or encouraging persons in protected groups to participate in an activity.

Prejudice

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

Protected characteristics

Age, being or becoming a transsexual person, being married or in a civil partnership, being pregnant or on maternity leave, disability, race (including colour nationality, ethnic or national origin), religion, belief or lack of religion or belief, sex, sexual orientation

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.

LTA

The LTA's Diversity and Inclusion Policy sets out a commitment to opposing all forms of discrimination. The LTA is committed to ensuring British tennis remains open, accepting and accessible to all sections of society. To achieve this commitment the LTA considers and champions Equality, Diversity and Inclusion issues throughout all aspects of the organisation by welcoming diversity, accepting difference and challenging all forms of discrimination and unjust behaviour. - See more at: lta.org

BEXLEYHEATH TENNIS CLUB COMMITTEE
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