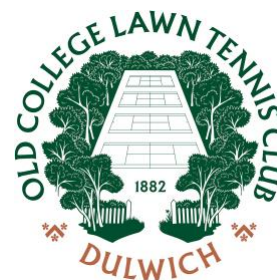


OLD COLLEGE LAWN TENNIS CLUB



EQUITY, DIVERSITY AND INCLUSION POLICY

Purpose of this policy

Old College LTC offers a welcoming and inclusive space for people to play tennis, whatever their playing standard. This applies regardless of age, disability, race, religion, sex, gender, sexual orientation, marital or partnership status, pregnancy or maternity status, or socio-economic status. We are committed to building an environment that celebrates diversity and promotes inclusion and equality of opportunity. We do not tolerate discrimination on any grounds, and complaints of discrimination will be investigated in line with the disciplinary policies and procedures that we have in place.

This policy sets out our commitment to a culture of everyday inclusion and driving greater diversity and equitable outcomes in tennis. It outlines some of the ways in which we will work to bring this commitment to life, and expectations of the Club Committees, coaching team and members.

The policy is aligned with our obligations as a registered Community Amateur Sports Club which requires that Old College LTC is open to the whole community and has:

- a membership that is open to all without discrimination
- facilities that are open to all members without discrimination
- fees that do not represent a significant obstacle to membership or use of its facilities

Who is responsible for the implementation of this policy?

Diversity and inclusion is everyone's responsibility: not responding to discriminatory or unacceptable language and behaviour is not an option.

While helping to build a culture of inclusion and drive greater diversity across tennis is everyone's responsibility, the Club Committee is individually and collectively responsible for ensuring that this policy is followed.

What does this policy cover?

This policy applies to all aspects of the activities of Old College LTC and anyone taking part in tennis-related activities, as well as to all those who work or volunteer at the Club.

What is meant by equity, diversity and inclusion?

Equity is about working to achieve parity of outcome for people with different characteristics or from different backgrounds. It is different from equality. Equality assumes that everyone should be treated the same regardless of needs, experiences and opportunity. Equity recognises that not everyone starts from the same place and that sometimes targeted interventions are needed to give people the same chance of achieving a particular outcome, such as playing tennis regularly or becoming a coach.

Diversity is the mix of characteristics, experiences and other distinctions which make people different from one another. This can include differences in race, sex, religion, sexual identity, age,

gender identity, socio-economic background or whether someone is disabled. Understanding this mix is vital to being able to make all people feel included.

Inclusion for all is the ultimate goal; it is a culture in which everybody can feel comfortable and confident to be themselves, no matter their visible or hidden differences. Diversity without inclusion means that people from more diverse backgrounds will feel excluded and so that diversity, and the benefits for tennis or an organisation which come with it, will not last.

Commitment to everyday inclusion, greater diversity and more equitable outcomes

Old College LTC is committed to playing its part in opening tennis up. We will do this by fostering a culture of everyday inclusion and operating in a way which enables, encourages and values greater diversity and equitable outcomes for all, with the intention that the sport and our Club reflect the diversity of the communities around us.

In order to achieve this, the Club Committee's commitment is to:

- Encourage equity, diversity and inclusion in every aspect of our work as a club, ensuring that access to membership as well as access to participation is open and inclusive.
- Create an environment for all members and those in key roles which is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all are recognised and valued.
- Manage the Club in a positively inclusive way on a day-to-day basis, considering that people from different backgrounds and with different personal contexts have different needs to enable them to contribute to the Club and participate in tennis. This includes making reasonable and proportionate measures as appropriate to ensure that everyone is able to participate regardless of their personal characteristics.
- Embed a culture of inclusion and collective responsibility by completing the LTA's EDI training.
- Adopt recruitment processes and policies that enable and encourage people from all backgrounds to become part of the Club and/or its work. We will make decisions concerning roles within the Club based on merit, including the benefits of maintaining diversity across all individuals engaged in the Venue's work.
- Take seriously complaints of non-inclusive and/or discriminatory behaviour of all kinds in relation to any aspect of Club activities, on and off the court. We will deal with all such complaints in line with our complaints procedure outlined in the Management Policy (section 6.2) and, where appropriate, in conjunction with the LTA Disciplinary and EDI teams centrally.
- Record baseline diversity data of our members and key roles to better understand how the Club's diversity aligns with that of the local community.

Reporting breaches of this Policy

If you are concerned about the behaviour or conduct of a member, coach or visitor at Old College, or any other breach of this policy, please inform a member of the Club Committee.

If you have a concern that the behaviour of a member, coach or visitor may impact the welfare of a child or vulnerable adult please inform the Welfare Officer (<https://oldcollege.co.uk/welfare>).

Related policies and documents

Please also see the following documents for further context and information:

- [Old College Safeguarding Policy](#)
- [LTA EDI Plan 2025-29](#)
- [LTA Code of Conduct](#)
- [LTA Disciplinary Code](#)

Appendix 1: The law and types of unlawful discrimination

The Equality Act 2010 is the main, overarching anti-discrimination law which Old College LTC is required to follow to help ensure that equality of opportunity is promoted across different groups and that diversity is at the heart of all that we do.

It is unlawful for Old College LTC as an employer, tennis venue and in relation to any of its functions to discriminate against persons directly or indirectly in membership, recruitment or employment because of age, disability, sex, gender reassignment, marriage, civil partnership, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation or religion or belief.

Direct discrimination involves intentionally treating someone less favourably than others because of a characteristic listed above, without a lawful exception.

For example: Excluding a member from a tournament because of their ethnic background or denying a job opportunity to a woman because she is pregnant.

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision but can be an unexpected or unforeseen effect of a good faith decision.

For example: Implementing a rule that all members wishing to compete in national league matches must attend early morning practices could disproportionately disadvantage older members or those with family commitments.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability or impairment, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability or impairment.

For example: a wheelchair tennis player is informed that the courts used for a competition do not have accessible entryways despite the player requesting reasonable adjustments, such as temporary ramps or an alternative court.

Harassment is where there is unwanted conduct, related to one of the protected characteristics (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

For example: during practices and matches, a group of male members frequently make sexist comments, questioning a women's abilities due to her gender.

Associative discrimination is where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual who has a protected characteristic (other than marriage, civil partnership, pregnancy or maternity, however, pregnancy or maternity may fall within a sex discrimination claim because of association with a pregnant woman or a woman on maternity leave).

For example: a coach has caring responsibilities at home and the club assumes that they will not be able to perform other duties, they are then overlooked for promotions or other opportunities.

Perceptive discrimination is where an individual is discriminated against or harassed based on a perception that they have a protected characteristic when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity).

For example: a young tennis player at a local club is perceived by some members to be gay, even though they do not identify as such.

Victimisation happens when an individual is mistreated or treated unfairly because they filed or supported a complaint or legal action under the Equality Act 2010. However, a person is not protected from victimisation if they acted with malice or supported a false complaint.

For example: a tennis player at a club complains that players who are less experienced or in lower teams are consistently given less favourable court times.