



# THAXTED TENNIS CLUB

## Equality and Diversity Policy 2024

### Abstract

This policy relates to best practice for all members, volunteers, and players at Thaxted Tennis Club in support of equality and diversity in tennis.

Thaxted Tennis Club  
thaxted.tennis@gmail.com

## **A Equality and Diversity Policy**

- 1 The aim of this policy is to ensure that everyone is treated fairly and with respect and that members, non-members and visiting teams are not denied access to Thaxted Tennis Club because of a discriminatory reason.
- 2 This policy is fully supported by Thaxted Tennis Club Committee, which is responsible for the implementation and review of this policy.
- 3 Thaxted Tennis Club, its officers, and Members, will therefore adhere to the following:
  - 3.1 Be responsible for setting standards and values to apply throughout the place to play at every level, as tennis should be enjoyed by everyone who wants to play the game.
  - 3.2 Be committed to eliminate discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability, or disability, married or civil partnership status, pregnancy or maternity or socio-economic status and to encourage equal opportunities.
  - 3.3 Ensure that it treats its employees, members, non-members 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.
  - 3.4 Not tolerate harassment, bullying including on-line concerns, abuse, or victimisation of an individual (which the place to play/facility 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.
  - 3.5 Be committed 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 complaints policy and, where such a complaint is upheld, the management committee may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.
  - 3.6 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.
  - 3.7 Be committed to a policy of fair and equitable treatment of all Members and employees and require all Members and employees to abide by and adhere to this policy and the requirements of the Equality Act 2010 as well as any amendments to this act and any new legislation.

## **B Complaint Procedures**

- 4 In the event that any employee, Member, 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.
- 5 The complainant should report the matter in writing to the Secretary or another member of Thaxted Tennis Club Committee.
- 6 The report should include:
  - Details of what occurred
  - Details of when and where the occurrence took place
  - Any witness details and copies of any witness statements
  - Names of any others who have been treated in a similar way, provided that those people consent to their names being disclosed

- Details of any former complaints made about the incident, including the date and to whom such complaint was made
- An indication as to the desired outcome

7 Committee or representatives of the Committee:

- 7.1 Will request that both parties to the complaint submit written evidence regarding the incident(s)
- 7.2 May decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing
- 7.3 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
- 7.4 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 this Equality Policy)
- a) Warn as to future conduct.
  - b) Suspend from membership.
  - c) Remove from membership.
  - d) Exclude a non-member from the facility, either temporarily or permanently.
  - e) Turn down a non-member's current and/or future membership applications.
- 7.5 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.

**c Terminologies and Descriptor**

8. **Age:** This refers to a person belonging to a particular age group, which can mean people of the same age (e.g. 32-year old's) or range of ages (e.g. 18 - 30-year old's, or people over 50).
9. **Bisexual or Bi:** refers to a person who has an emotional and/or sexual orientation towards more than one gender.
10. **Bullying:** can involve any form of physical, emotional, sexual, or discriminatory abuse. It can also include cyber-bullying – using social media or mobile phones to perpetrate bullying.
11. **Dignity** is about respectful, responsible, fair and humane behaviour, something that is reflected in the constitution.
12. **Direct discrimination** occurs when a person is treated less favourably than another person because of a protected characteristic. Direct discrimination also includes discrimination because a person is wrongly thought to have a particular protected characteristic or is treated as if they do.
13. **Disability** under the Equality Act 2010 is defined as a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities. 'Substantial' means more than minor or trivial. 'Impairment' covers, for example, long-term medical conditions such as asthma and diabetes, and fluctuating or progressive conditions such as rheumatoid arthritis or motor neurone disease. A mental impairment includes mental health conditions (such as bipolar disorder or depression), learning difficulties (such as dyslexia) and learning disabilities (such as autism and Down's syndrome). Some

people, including those with cancer, multiple sclerosis, and HIV/AIDS, are automatically protected as disabled people by the Act. People with severe disfigurement will be protected as disabled without needing to show that it has a substantial adverse effect on day-to-day activities.'

14. **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.
15. **Discrimination arising from disability** occurs when a disabled person is treated unfavourably because of something connected with their disability and this unfavourable treatment cannot be justified. Treatment can be justified if it can be shown that it is intended to meet a legitimate objective in a fair, balanced and reasonable way. If this can be shown then the treatment will be lawful. This form of discrimination can occur only if the service provider knows or can reasonably be expected to know that the disabled person is disabled.
16. **Diversity:** acknowledging and celebrating the differences between groups of people and between individuals.
17. **Equality:** treating everyone with fairness and respect and recognising and responding to the needs of individuals. Taking positive actions to address existing disadvantages and barriers affecting how people engage with and participate in tennis.
18. **Ethnicity:** the social group a person belongs to, and either identifies with or is identified with by others, because of a mix of cultural and other factors including language, diet, religion, ancestry, and physical features traditionally associated with race. Ethnicity is essentially self-defined and may change over time.
19. **Gay:** refers to a man who has an emotional, romantic and/or sexual orientation towards men. Also, a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian.
20. **Gender identity:** this is an individual's internal self-perception of their own gender. A person may identify as a man, as a woman, as neither man or woman (non-binary) or as androgyne/polygender.
21. **Gender reassignment:** The process of changing or transitioning from one gender to another.
22. **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. Employees can complain of behaviour they find offensive even if it is not directed at them.  
Under the terms of Criminal Justice Act 1994, harassment was made a criminal offence, punishable by a fine of up to £5,000 and/or a prison sentence of up to six months.
23. **Hate crime:** crime that is targeted at a person because of hostility or prejudice towards that person's disability, race or ethnicity, religion or belief, sexual orientation, or transgender identity. This can be committed against a person or property.
24. **Homophobia:** the fear, unreasonable anger, intolerance or/and hatred toward homosexuality, lesbian gay and bisexual people whether that person is homosexual or not.

25. **Inclusion:** recognising that people from different backgrounds may have different needs and expectations and may experience barriers in trying to access tennis. An inclusive venue is one that takes steps to attract and engage with people from many different backgrounds and meet their needs so that everyone has a positive experience and can achieve their potential.
26. **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.
27. **LGBTQ:** an acronym for Lesbian, Gay, Bisexual, Trans, and Questioning.
28. **Lesbian:** a woman who has an emotional romantic and /or sexual orientation towards women.
29. **Non-binary:** an umbrella term for a person who does not identify as only male or only female, or who may identify as both.
30. **Positive action** is legal and describes measures targeted at a particular group that are underrepresented in a particular programme or aspect of a sport. These measures are intended to redress past discrimination or to offset the disadvantages arising from existing attitudes, behaviours, and structures.

Lawful positive action measures can include:

Targeting job training at people of particular racial groups, or either gender, which have been under-represented in certain occupations or grades during the previous 12 months, or encouraging them to apply for such work.

Providing facilities to meet any specific educational, training or welfare needs identified for a specific racial group.

Special 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.

31. **Pregnancy and maternity:** pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
32. **Prejudice** is literally pre-judging someone. It is usually led by negative, irrational feelings, resulting from preconceived attitudes and opinions.
33. **Questioning:** it refers to the process of exploring your own sexual orientation and/or gender identity.
34. **Race:** refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
35. **Radicalisation, extremism, and terrorist behaviour:** Radicalisation is the process by which a person comes to support terrorism and/or forms of extremism. Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual

liberty and mutual respect and tolerance of different faiths and beliefs. There is no single way to identify an individual who is likely to be susceptible to extremist ideology. The internet and the use of social media can be a major factor in the radicalisation of people.

36. **Reasonable adjustment:** What is considered reasonable will depend on all the circumstances of the case including the size of an organisation and its resources, what is practicable, the effectiveness of what is being proposed and the likely disruption that would be caused by taking the measure in question as well as the availability of financial assistance.
37. **Religion or belief:** religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
38. **Sex:** refers to the biological makeup such as primary and secondary sexual characteristics, genes, and hormones. The legal sex is usually assigned at birth and has traditionally been understood as consisting of two mutually exclusive groups, namely men and women.
39. **Sexual orientation:** a person's emotional, romantic and/or sexual attraction to another person.
40. **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.
41. **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.
42. **Trans:** an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, cross dresser, non-binary, genderqueer (GQ).
43. **Transphobia:** the fear, unreasonable anger, dislike, intolerance or/and hatred toward trans people, whether that person has undergone gender reassignment or is perceived to have done that.
44. **Transsexual Person:** someone who has started the process of changing their gender identity, or is undergoing or has undergone gender reassignment.
45. **Unconscious bias or implicit bias:** this refers to a bias that we are unaware of, and which happens outside of our control. It is a bias that happens automatically and is triggered by our brain making quick judgments and assessments of people and situations, influenced by our background, cultural environment, and personal experiences.
46. **Victimisation** occurs when a service provider treats someone badly because they have made or supported a complaint about discrimination or harassment, or because the service provider thinks that they are doing or may do these things. It will also be victimisation if a service provider treats someone badly because they support someone else who makes a discrimination claim. A person is not protected from victimisation if they have maliciously made or supported an untrue complaint.

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