



EQUALITY & DIVERSITY POLICY

1. Statement of Intent

Sport should be enjoyed and accessible to everyone. At Old College we will continue to build an environment that celebrates diversity and tackles all forms of discrimination. We will promote equality of opportunity across all equality groups. It is expected that all employees, players, parents, coaches, officials and volunteers who work on behalf of, represent or engage with Old College will adhere to the principles of this Policy which is based on the LTA Equality and Diversity Policy (see <http://www.lta.org.uk/NewWebsite/LTA/Documents/About%20Us/LTA%20Policies%20and%20Rules/EqualityandDiversityPolicy.pdf>).

2. Legal Requirements

The commitments outlined within this Policy are underpinned by Old College's legal obligations under the Equality Act 2010, Rehabilitation of Offenders Act 1974, Prevention from Harassment Act 1997, the Employment Act 2002, Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002 and the Human Rights Act 1998.

Discrimination can take many guises and may not always be obvious to the perpetrator and people need to be aware of the different types of discrimination. They are:

- i. **Direct discrimination** is where someone is treated less favourably than another person because of a protected characteristic.
- ii. **Discrimination by association** is direct discrimination against someone because they are associated with another person who possesses a protected characteristic.
- iii. **Discrimination by perception** is direct discrimination against someone because the other person thinks they possess a particular protected characteristic.
- iv. **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.
- v. **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.
- vi. **Bullying** may be defined as behaviour which is offensive, intimidating, malicious, insulting or an abuse of power through means intended to undermine, humiliate, denigrate or injure.
- vii. **Victimisation** is illegal and considered to take place when someone is treated badly because they have made-supported a complaint or grievance.

3. Club Obligations

As a club Old College will:

1. Build an environment where equality and diversity is valued and all forms of discrimination and inappropriate behaviour challenged and dealt with through the appropriate disciplinary channels;
2. Ensure everyone involved with tennis and croquet –players, volunteers, parents and coaches are treated fairly and consistently;
3. Ensure complaints of discrimination on any grounds will be investigated in line with disciplinary policies and procedures;
4. Communicate this Policy and other messages on equality and diversity;
5. Proactively encourage the involvement for all people regardless of background, ability or personal characteristics;
6. Ensure all competitions organised and run by the Old College are done so in a fair and equitable way; and
7. Monitor and review all such policies and produces in line with current best practice and evidence.

4. Member Obligations

Old College expects everyone involved with our club to:

1. Fully adopt and embrace the ethos of equality and diversity as outlined in this Policy;
2. Be respectful of all others involved within British tennis and not discriminate, bully, harass or victimise anyone;
3. Respect individual difference based on any characteristic;
4. Actively encourage and welcome others interested in participating;
5. Where necessary explain the Policy and its implications to children;
6. Report all forms of discrimination, bullying, harassment and victimisation to the Club by contacting the Member Representative on the Club Committee.

5. Coaches and Volunteers

Coaches and volunteers play a crucial role in the education, development, running and organisation of sport at Old College. Therefore it is expected that they not only adhere to this policy and the principles outline above, but also

- Proactively seek to be more inclusive through the development and delivery of their activities and the environment they create;
- Support positive action schemes that seek to make sport more diverse; and
- Be role models for everyone.

6. Policy Breaches

Old College takes seriously all cases of harassment, bullying, discrimination and victimisation. Any player, parent, coach, or volunteer who works on behalf of, represents or engages with the Old College who displays any behaviour which is contrary to this Policy or its intent will be subjected to the appropriate disciplinary procedure. An individual may raise a complaint and no player, parent, coach, or volunteer will be penalised for doing so unless it is without foundation and not made in good faith.

Authorised by: Club Committee

Date: 17th December 2013