



REEPHAM TENNIS CLUB

DIVERSITY POLICY

Reepham Tennis Club

Diversity and Inclusion Policy

1. Concern 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 do the following;

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

Clare Starling – Tel: 07508 791140 email: welfare@reephamtennisclub.co.uk

Talk to the LTA Safe and Inclusive Tennis Team * (020 8487 7000) as soon as possible [Mon-Fri, 9am-5pm].

If the Safe and Inclusive Tennis Team is unavailable and you want advice before the next working day, call the NSPCC (0808 800 5000) if your concern is about a child. If your concern is about an adult ask them for details of your Local Authority Adult Social Care Services.

Hate crime can alternatively be reported through True Vision at www.report-it.org.uk

Record ;

Write an objective account of your concerns immediately and send it to the LTA Safe and Inclusive Tennis Team within 48 hours of the concern/disclosure (safeandinclusive@lta.org.uk)

Handling a concern/disclosure can be emotionally difficult. If you would like to talk to someone after making a concern/disclosure, contact the LTA Safe and Inclusive Tennis Team by phone 020 8487 7000 or email (see above)

2. Diversity and Inclusion at Reepham Tennis Club

This Policy sets out our commitment and includes our Safe and Inclusive Standards and aims to ensure that

- Tennis is diverse and inclusive
- Diversity and inclusion are embedded in our club's culture and our behaviours
- We create a culture where inclusive leadership thrives
- We want to challenge any form of harassment of any group or individual because of their characteristics
- Where needed we take proactive approach using positive action to ensure that communities and individuals are valued and able to achieve their full potential.

Policy Statement

As a club we contribute actively 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, body shape, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, religion, race or sexual orientation, socio-economic status or any other background.

We recognise that many concerns and/or disclosures may have both safeguarding and diversity and inclusion elements to them. This policy reflects this through its reporting procedures, which replicate the safeguarding concern reporting procedures.

This Policy strives to minimise risk and support our venue, programmes, events and individuals to deliver and experience a positive tennis experience for everyone. The Reporting Procedures above outlines how to respond to safeguarding or discrimination concerns/disclosures.

3. Use of Terminology

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

Discrimination – treating someone in a less favourable way and causing them harm, because of their age, body shape, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion, sex or sexual orientation

Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We 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.

Harassment – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity. The focus is on the perception of the complainant not the intent of the perpetrator. Members and organisers can complain of behaviour they find offensive even if it is not directed at them.

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, employee, volunteer, coach or official. We 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.

Positive action – Reepham Tennis Club is 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

4. Scope

Reepham Tennis Club will recommend and support the development of good diversity and inclusion practice to:

- Accredited coaches, officials and venues;
- Players, parents and carers;
- Volunteers;

5. Responsibility for implementation of the Diversity and Inclusion Policy

Diversity and inclusion is everyone's responsibility: not responding to discriminatory or unacceptable

language and behaviour is not an option.

- The club's Committee and Chair have overall accountability for this Policy and Reporting Procedure
- The club's chair Charlie Talmadge and Welfare Officer Nicola Draycott have overall responsibility for implementation of the policy.
- All staff, consultants, coaches, officials and volunteers involved in tennis are responsible for raising diversity and inclusion concerns with the club's Welfare Officer to start with; then the Safe and Inclusive Tennis team if applicable, as outlined in the Reporting Procedure.
- Players, parents and guardians are responsible for upholding the Code of Conduct and Reporting Procedure.

6. Breaches of the Diversity and Inclusion Policy, Standards, Code of Conduct and Reporting Procedure

Breaches of this Policy and/or failure to comply with the outlined responsibilities may result in the following by the LTA

- Venues – Potential removal of LTA accreditation.
- Contracted officials and coaches – termination of current and future roles and possible legal action.
- Recruited volunteers – termination of current and future roles and possible legal action.

Where an appeal is lodged in response to a safeguarding decision made by the LTA Safe and Inclusive Tennis Team and Safeguarding and Protection Committee and/or Licensing and Registration Committee, an independent appeal body such as Sport Resolutions may be used. Their decision is final.

Diversity and Inclusion Policy

Last Updated: August 2023 Next Review: August 2025

7. Codes of Conduct

All organisers & coaches agree to:

- Prioritise the well-being of all children and adults at risk at all times
 - Treat all children and adults at risk fairly and with respect
 - Be a positive role model.
 - Help create a safe and inclusive environment both on and off court
 - Not allow any rough or dangerous behaviour, bullying or the use of bad or inappropriate language
 - Not use any sanctions that humiliate or harm a child or adult at risk
 - Value and celebrate diversity and make all reasonable efforts to meet individual needs
 - Never discriminate on grounds of age, gender, ability, race, culture, religion or sexual identity
 - Keep clear boundaries with vulnerable adults and children between tennis and personal life, including on social media
 - Have the relevant consent from parents/carers, children and adults before taking or using photos and videos
 - Refrain from making physical contact with children or adults unless it is necessary as part of an emergency or congratulatory (e.g. handshake / high five)
 - Refrain from smoking, taking illegal drugs or drinking alcohol* on the premises
 - Ensure roles and responsibilities are clearly outlined and everyone has the required information and training
 - Avoid being alone with a child or adult at risk unless there are exceptional circumstances
 - Refrain from transporting children or adults at risk, unless this is required as part of a club activity (e.g. away match) and there is another adult in the vehicle
 - Store information on children and vulnerable adults securely and used appropriately
 - Not abuse, neglect, harm or discriminate against anyone
 - Not have a relationship with anyone under 18 for whom they are coaching or responsible for
 - Report all allegations of abuse or poor practice to the club Welfare Officer. This is to also include online concerns such as sexting and cyber bullying.
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- Check that the Welfare Officer has regular Safeguarding training and ongoing DBS checks
 - Check that coaching staff are LTA accredited and have DBS checks

All members agree to:

- Be supportive and welcoming to other players
- Play fairly and encourage others to play by the rules
- Respect and listen to coaches, volunteers and Officials and accept their decisions
- Take care of all equipment and club property
- Respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, culture, religion or sexual identity
- Not use bad, inappropriate or discriminatory language, including on social media
- Not bully, intimidate or harass anyone, including on social media
- Not smoke, drink alcohol* or take illegal drugs of any kind on club premises or whilst representing the club at competitions or events
- Ensure children in their care have the appropriate equipment, knowledge of Club values and are picked up and dropped off on time
- Provide emergency contact details and any relevant information particularly for children or vulnerable adults including medical history
- Talk to the club Welfare Officer about any concerns they have themselves or about others

*The Club reserves the right to have alcohol at some events

This Policy is reviewed every two years (or earlier if there is a change in national legislation).

This Policy is recommended for approval by:

Club Committee Chair; Charlie Talmadge Date: 6-01-24

Club Welfare Officer; Clare Starling Date:6-01-24