

LOCKS HEATH TENNIS CLUB

Equality & Diversity Policy

The aim of this policy is to ensure that **everyone is treated fairly and with respect** and that members, non members and visiting clubs and teams are not denied access to Locks Heath Tennis Club as a result of discrimination.

- a) Locks Heath Tennis Club is responsible for **setting standards and values** to apply throughout the club at every level. Tennis should be enjoyed by everyone who wants to play the game.
- b) Our commitment is to **eliminate discrimination** by reason of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities.
- c) This policy is fully supported by the Locks Heath Tennis Club **committee** which is responsible for the implementation and review of this policy.
- d) Locks Heath Tennis Club, in all its activities, **will not discriminate** or in any way treat **anyone less favourably**, on grounds of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability. Locks Heath Tennis Club will ensure that it **treats its employees, members, non-members and visiting clubs and 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.
- e) Locks Heath Tennis Club will **not tolerate harassment, bullying, abuse or victimisation** of an individual (which we regard as forms of discrimination). This includes **sexual or racially based harassment** or other **discriminatory behaviour**, whether physical or verbal. Locks Heath Tennis Club will ensure that such behaviour is met with appropriate action in whatever context it occurs.
- f) Locks Heath Tennis Club commits itself 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, we may impose such sanction as we consider appropriate and proportionate to discriminatory behaviour.
- g) Locks Heath Tennis Club is committed to **taking positive action** where **inequalities exist** to promote the eradication of discrimination and to promote equality and diversity in tennis.
- h) Locks Heath Tennis Club is committed to a **policy of equal treatment** of all members and employees and requires all members and employees to abide by and adhere to these policies and the requirements of the Equality Act 2010 and other relevant equalities legislation, any amendments to this Act and any new legislation.

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