

Crowcombe Tennis Club

Equality & Diversity Policy

Crowcombe 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.

Our commitment is to eliminate discrimination by reason of gender, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability. We will aim to promote equality and diversity and encourage equal opportunities throughout the Club.

This policy is fully supported by the Crowcombe Tennis Club Committee, which is responsible for the implementation and regular review of this policy.

Crowcombe 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. Crowcombe Tennis Club will ensure that it treats its members, non members and visiting club representatives fairly and with respect. It will ensure that all members of the community have access to and have opportunities to take part in, and enjoy, its programmes of sporting activities, competitions and events.

Crowcombe Tennis Club will not tolerate harassment, bullying, abuse or victimisation of an individual, all of which are regarded as forms of discrimination. This includes sexual or racially based harassment or other discriminatory behaviour, whether physical or verbal. Crowcombe Tennis Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

Crowcombe Tennis Club commits itself to the immediate investigation of any complaints of discrimination on the above grounds, once they are brought to the attention of the Committee. Complaints will be dealt with and, where such a complaint is upheld, the CTC may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.

Crowcombe 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 relevant equalities legislation, including the Race Relations Act 1976, Sex Discrimination Act 1975, Disability Discrimination Act 1995, Age Discrimination Act 2006 and Equality Act 2010, as well as any amendments to these acts and any new legislation.

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 Crowcombe Tennis Club because of a discriminatory reason.

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.

1. The complainant should report the matter in writing to the secretary or another member of the committee. The report should include:

- a) details of what occurred;
- b) details of when and where the occurrence took place;
- c) any witness details and copies of any witness statements;
- d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);
- e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and
- f) an indication as to the desired outcome.

2. If the person accused of discriminatory behaviour is an employee, the management committee will regard the incident as a disciplinary issue and will follow any disciplinary procedure set out for employees or (if none exists) the statutory disciplinary procedure.

3 If the person accused of discriminatory behaviour is a non-employee, the management committee or representatives of the management committee:

3.1 will request that both parties to the complaint submit written evidence regarding the incident(s);

3.2 may decide (at its sole discretion) to uphold or dismiss the complaint without holding a hearing;

3.3 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;

3.4 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 the 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; and e) turn down a non-member's current and/or future membership applications.

3.5 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.

3.6 either party may appeal a decision of the committee to the County

Association (including a decision not to hold a hearing) by writing to the [County Secretary] within 3 months of the place to play's decision being notified to that party.

4. If the nature of the complaint is with regard to the management committee or other body or group in the place to play, the member/visitor has the right to report the discrimination or harassment directly to the relevant County Association.