

The Lawn Tennis Association and Tennis Foundation

Equality and Diversity Policy



- **Promoting Equality**
- **Championing Diversity**
- **Including Everyone**

1. Statement of Intent

The LTA is the National Governing Body for British tennis and the Tennis Foundation is Great Britain's leading tennis charity, together our goal is to grow and sustain the sport so it is inclusive and accessible to every community.

Working together we will develop and implement practices that proactively grow the sport by welcoming difference and accepting diversity in order to reach new and lapsed participants. We will continue to build an environment that celebrates diversity and is unapologetic in tackling all forms of discrimination. We will promote equality of opportunity across all equality groups, working to be considered a leader in and role model on equality issues. We will embed the Fair Play values within all sections of British tennis to further promote equality, diversity and inclusion. The commitment outlined in this Policy covers all aspects of the business and it is expected that all employees, players, parents, coaches, officials and volunteers who work on behalf of, represent or engage with the LTA and Tennis Foundation will adhere to the principles of this Policy.

Everyone involved in British tennis plays a part in making the sport inclusive and welcoming of diversity. The LTA and Tennis Foundation aim to ensure that all people irrespective of their Protected Characteristics either, age, disability, ethnicity, gender, gender reassignment, marital or civil partnership status, pregnancy or maternity, religion or sexual orientation have a genuine and equal opportunity to participate in tennis at all levels and in all roles.

It is the aim of the LTA and Tennis Foundation in its relationships with its Members (i.e. Counties, National Associations or other directly affiliated organisations), Associates (i.e. registered Places to Play), employees, job applicants and in the provision of its services, not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

In pursuance of this Policy, the LTA and Tennis Foundation may take special measures or positive action in favour of any group which is currently under-represented in its membership, representative bodies, registered places-to-play or its workforce. Any positive action will be done in accordance with the law and not to the detriment of any other group. It is the responsibility of everyone involved in British tennis to ensure that the principles of the Equality and Diversity Policy are understood and implemented.

The Board of the Tennis Foundation has adopted LTA policies and where applicable the words Lawn Tennis Association or LTA should be replaced by the Tennis Foundation or TF.

2. Legal Requirements

The commitments outlined within this Policy are underpinned by the LTA'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.

The LTA takes all claims of inappropriate behaviour, bullying, harassment and/or discrimination, whether direct or indirect by anyone involved with the LTA seriously. These claims will be dealt with through the appropriate disciplinary procedures.



Discrimination can take many guises including verbal, physical, and online abuse. It may not always be obvious to the perpetrator or intended and therefore it is necessary for people to be aware of the different types of discrimination and the impact their actions have on others.

- (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. Bullying is not limited to but can include racist, sexist and homophobic language and/or abuse.
- (vii) **Victimisation** is illegal and considered to take place when someone is treated badly because they have made/supported a complaint or grievance.

3. EXPECTATIONS

3.1 As an Employer the LTA will:

- Continue to lead by example in the development, treatment and consideration of its employees and their diverse needs;
- Operate an open and fair recruitment and selection process and encourage applications from all groups in the community;
- Embed the ethos of this Policy within the culture and running of the LTA;



- Require all employees to undergo equality and diversity training and provide additional appropriate training and guidance to employees and lead volunteers in fulfilling their individual responsibilities under this Policy;
- Deter discrimination by making it clear that discrimination is unacceptable and will be treated as a serious disciplinary offence;
- Investigate any complaint of discrimination on any grounds in line with the LTA's complaints procedure; and
- Regularly review the HR policies and practices to ensure they are in line with best practice and all legal requirements.

3.2 As a governing body the LTA will:

- 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;
- Ensure everyone involved with British tennis – employees, players, volunteers, parents and coaches are treated fairly and consistently;
- Ensure complaints of discrimination on any grounds will be investigated in line with disciplinary policies and procedures;
- Communicate this Policy and other messages on equality and diversity;
- Proactively encourage the involvement for all people regardless of background, ability or personal characteristics;
- Promote the Fair Play values across British tennis and take appropriate action where they are breached;
- Ensure all competitions organised and run by the LTA are done so in a fair and equitable way;
- Continue to provide funding, financial assistance/reward, wildcards and access to training camps and international trips based on merit in a clear and transparent manner as in line with our respective policies; and
- Monitor and review all such policies and produces in line with current best practice and evidence.

3.3 The LTA expects everyone involved with British tennis to:

- Fully adopt and embrace the ethos of equality and diversity as outlined in this Policy;
- Fully adopt, embrace and promote the Fair Play values;
- Be respectful of all others involved within British tennis and not discriminate, bully, harass or victimise anyone;
- Be an ambassador for British tennis and its players, volunteers and the diversity that they bring to the game;
- Respect individual difference based on any characteristic;
- Actively encourage and welcome others interested in participating;
- Where necessary explain the Policy and its implications to children;
- Report all forms of discrimination, bullying, harassment and victimisation to LTA, by emailing safeguarding@lta.org.uk; and
- Assist the LTA in any investigation and provide accurate unbiased information.

3.4 Coaches, officials, volunteers and tennis venues.

Coaches, officials, volunteers and tennis venues are crucial in the education, development, running and organisation of British tennis. Therefore it is expected that they not only adhere to this policy and the principles outlined above, but also

- Proactively seek opportunities 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 tennis more diverse; and
- Be role models for everyone involved in British tennis.

Tennis venues are recommended to adopt and implement the Equality and Diversity Policy Template and ensure everyone is treated fairly and with respect.

4. Operational Priorities

The LTA's four operational priorities clearly articulate the organisations desire to grow British tennis and ensure it is accessible and welcoming to all who want to participate. Within these priorities there are key equality and diversity issues that the LTA will address.

Places

The LTA will work with Places to Play (clubs, parks, schools and tennis centres) to ensure they have an integrated approach to tennis activities that is welcoming to everyone and inclusive regardless of ability, background or any characteristic. Support will be given to continue to help Places to Play to implement policies so that practices, attitudes and behaviour is not contrary to the principles of equal opportunities and fair access.

People

The LTA is committed to investing in those who have the biggest impact on tennis. To achieve this we will provide support and training so people within British tennis are better equipped to understand issues of equality, diversity and inclusion, how to best work with diverse group and the types of equality issues that could arise. Training, support and guidance will be provided to Places to Play and volunteers and embedded within the development and assessment of coaches.

Programmes

The LTA will continue to create and deliver inclusive and integrated programmes that look to increase participation within underrepresented groups. This will be completed through a varied approach that utilises local partners in the development and delivery of these programmes.

Promotion

The LTA will continue to promote tennis widely and use a variety of communication approaches to break down barriers to participation. We will promote widely our commitment to having a fully inclusive and representative sport and our success in achieving this.



5. Monitoring

Diversity monitoring is considered an essential process in enabling the LTA to best understand its customers, the diversity that exists within British tennis and the requirements/needs of individuals. It allows the LTA, Counties and Places to Play to identify patterns and highlight areas of concern including underrepresentation of particular groups. Furthermore through diversity monitoring it allows for trends and progress to be mapped over time. All monitoring is kept confidential and in line with data protection procedures. All British Tennis Members are requested to complete the diversity monitoring questions which are found in the [Members Area](#).

6. Policy Breaches

As stated throughout the Policy, the LTA takes seriously all cases of harassment, bullying, discrimination and victimisation. Any employee, player, parent, coach, official or volunteer who works on behalf of, represent or engages with the LTA and British tennis who display 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 employee, player, parent, coach, official or volunteer will be penalised for doing so unless it is without foundation and not made in good faith.