Kingsclere Tennis Club (The Club)

Equality 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 Kingsclere Tennis Club because of a discriminatory reason.

a) The 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 committee which is responsible for the implementation and review of this policy.

d) The 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. The 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) The Club will **not tolerate harassment, bullying, abuse** or **victimisation** of an individual (which the Club regards as forms of discrimination). This includes **sexual or racially based harassment** or other **discriminatory behaviour**, whether physical or verbal. The Club will work to ensure that such behaviour is met with appropriate action in whatever context it occurs.

f) The 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, the LTA may impose such sanction as it considers appropriate and proportionate to discriminatory behaviour.

g) The Club is committed to **taking positive action** where **inequalities exist** and the development of a programme of on-going training and awareness in order to promote the eradication of discrimination and to promote equality and diversity in tennis.

h) The 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 as well as any amendments to these acts and any new legislation.