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# Mashamshire Tennis Club

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## EQUALITY AND DIVERSITY POLICY

This policy applies to everyone associated with Mashamshire Tennis Club (hereafter referred to as MTC).

### **Purpose**

To prevent, reduce and stop all forms of unlawful discrimination in line with the Equality Act 2010.

MTC Committee and its volunteers and supporters are committed to valuing and promoting diversity in the provision of the facility and all the events organised in connection with it to benefit members of the club. The Club Committee will work towards an environment that is based on inclusiveness, where all members can benefit from the facility and the organised events to their full potential, irrespective of their race, gender, marital or civil partnership status, age, pregnancy and maternity, gender reassignment, disability (including mental illness), religion and belief, political opinion, or sexual orientation, responsibility for dependants, appearance, social class, income level or criminal record.

The implementation of this policy is the responsibility of the Club Committee that reserves the right to amend and update this policy at any time. All members, contractors and agents of MTC are required to act in a way that does not subject any clients to direct or indirect discrimination, harassment or victimisation on the grounds of their race, sex, pregnancy or maternity, marital or civil partnership status, gender reassignment, disability, religion or beliefs, age or sexual orientation.

### **Philosophy**

Managing diversity is an effective way of dealing with equal opportunities issues. It emphasises the benefits to the community that accrue from valuing the differences between people, in addition to complying with the law. At MTC we grasp the additional benefits generated by encouraging diversity. We are far more likely to enjoy new members from within the town and the wider community and encourage representatives to attend committee meetings and share in the running and management of the club and to subsequently benefit by continuing to maintain the facility and provide events and initiatives locally. As a club we are committed to actively opposing all forms of discrimination.

### **Why is Diversity important?**

It is essential that we attract people to benefit from our facility and its associated events for the positive rewards for the community and the future of the MTC.

The UK is an increasingly diverse society. In order to maximise the opportunities we can offer, we should reflect and value that diversity in our planning and organisation, promotional activity and events delivery.

There are a number of laws that set out how people should act and these have been brought together within the Single Equality Act 2010.

## **Implementation**

### **Responsibility of Committee Members**

- To value diversity in society as a means of broadening our user group and management committee, achieving the maximum we are able to for the MTC and the local community.
- To not tolerate unacceptable behaviour, and foster an environment in which all users and committee members are confident to raise concerns and have them dealt with quickly, sensitively and effectively.
- To identify the various forms of behaviour and barriers that discrimination can take, and understand the negative effect these can have on the reputation of the MTCI and the community.
- To monitor the application of this Policy, preventing any discriminatory practices that may be limiting the MTC's ability to achieve its aims, thereby enhancing our reputation as a fair and responsible provider and organiser in the eyes of its users and suppliers.
- Individual committee members have a responsibility to support the aims of the Policy and to ensure that the principles of equality and diversity are applied in their behaviour and dealings with others. Deliberate breaches of this policy will be addressed by the committee at the next scheduled committee meeting.
- To comply with the letter and spirit of this policy.

### **Responsibility of Members (including those attending events organised by the MTC)**

- To be aware of the various behaviours and barriers that discrimination can take, and understand the negative impact these can have on the MTC's reputation and its users.
- To be sensitive to the potential impact of their own behaviour on other users.
- To seek clarification from a member of the Club Committee if they are unsure.
- To co-operate with members of the Club Committee in the prevention of any discriminatory practices that may be identified.
- To comply with the letter and spirit of this policy

## **Procedure**

The benefits and requirements of adopting the spirit of this policy should be seen in the following areas:

- Facilities provided by the MTC
- Planning of events

- Promotion of events
- Delivery of events

Every effort should be made to attract members from all sections of society.

### **Complaints**

If any member or committee member believes that they have been unfairly discriminated against they should make a complaint to the MTC Chairman in the first instance, who will take the allegation very seriously and conduct a thorough investigation. A complaint relating to the Chairman should be made in the first instance to any other member of the Club Committee.

### **Monitoring**

The Club Committee will maintain relevant minutes of decisions taken in the running of the MTC and events. It is the responsibility of all members and committee members to apply and monitor the application of the Diversity Policy on a day-by-day basis. Following a full investigation the Club Committee will review any potentially discriminatory practices identified and take what action they are able to prevent them going forward.

### **Alterations and Amendments to this Policy**

This policy will be reviewed as required or on a biannual basis at the AGM and amended where appropriate.

***A successful Diversity Policy requires the genuine commitment of all persons associated to Mashamshire Tennis Club.***

Chairman's Signature: ..... Date: .....

Chairman's name: .....

Next review due: .....