



Queens Park Tennis Club CIC

Equity, Diversity & Inclusion Policy

Key contact:

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Who policy is intended for:

All Queens Park Tennis Club members, Guests of members, Parents and legal guardians of junior players / children, Committee members, Directors, Coaches, Staff, Volunteers, Clubhouse key holders, Clubhouse visitors (including private hires), Contractors, Pay and Play users

Contents:

Number	Topic	Page No.
1	Purpose of this Policy	2
2	Scope	2
3	Roles and Responsibilities	2
4	What is meant by equity, diversity and inclusion?	2
5	Our commitment	2
6	Reporting and Breaches	3
7	Related documents	3
Appendix 1	The law and types of unlawful discrimination	4
Appendix 2	How our language can support inclusion	6
8	Equality Impact Assessment	7
	Policy control sheet	8

1. Purpose of this policy

This policy sets out the commitment of Queens Park Tennis Club CIC (QPTC CIC) to a culture of everyday inclusion and driving greater diversity and equitable outcomes in tennis. It outlines some of the ways in which we will work to bring this commitment to life. It sets out what our membership can expect of us, and holds us to account against, in the way we operate on a day-to-day basis.

2. Scope

This policy applies to all aspects of QPTC CIC work and to all people who work or volunteer for it as they conduct those roles, as well as anyone taking part in tennis related and any other activity which QPTC CIC is responsible for. It explains how we can expect to be treated and our responsibility for our behaviour towards others.

3. Roles and Responsibilities

Everyone is responsible for their own actions and for ensuring that they always act in a way that is consistent with our Equity, Diversity and Inclusion Policy. We expect everyone associated with Queens Park Tennis Club to treat others with fairness, dignity and respect.

While helping to build a culture of inclusion and drive greater diversity across tennis is everyone's responsibility, the QPTC CIC Management Committee are individually and collectively responsible for ensuring that this policy is followed.

The QPTC CIC Management Committee, coaches and staff should always role model inclusive behaviour and communication.

4. What is meant by equity, diversity and inclusion?

Equity is about working to achieve parity of outcome for people with different characteristics or from different backgrounds. It is different from equality. Equality assumes that everyone should be treated the same regardless of needs, experiences and opportunity. Equity is about recognising that not everyone starts from the same place and that sometimes targeted interventions are needed to give people the same chance of achieving a particular outcome, such as playing tennis regularly or becoming a coach.

Diversity is the mix of characteristics, experiences and other distinctions which make people different from one another. This can include differences in race, sex, religion, sexual identity, age, gender identity, socio-economic background or whether someone is disabled. Understanding this mix is vital to being able to make all people feel included.

Inclusion for all is the goal; it is a culture in which everybody can feel comfortable and confident to be themselves, no matter their visible or hidden differences. Diversity without inclusion means that people from more diverse backgrounds will feel excluded and so that diversity, and the benefits for tennis or an organisation which come with it, will not last.

5. Our commitment

QPTC CIC is fully committed to playing its part in opening tennis up. We will do this by building a culture of everyday inclusion and operating in a way which enables, encourages and values greater

diversity and equitable outcomes for all, in all aspects of our sport, with the intention that the sport and our club reflect the diversity of the communities around us.

To achieve this, we will:

- Encourage equity, diversity and inclusion in every aspect of our work as a tennis club and as a Community Interest Company, recognising that it brings benefits both to tennis and to the strength of our work both on and off the court.
- Create an environment for all members and those in key roles which is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all are recognised and valued.
- Ensure that QPTC CIC is run in a positively inclusive way on a day-to-day basis, considering that people from different backgrounds and with different personal contexts have different needs to enable them to contribute fully to the organisation.
- Ensure our Management Committee is appropriately equipped to embed a culture of inclusion by offering access to the LTA's EDI training to foster a sense of collective responsibility and support their efforts in creating an inclusive environment.
- Ensure that our recruitment processes and policies enable and encourage people from all backgrounds to become part of QPTC CIC and/or its work. We will make decisions concerning roles within the club based on merit, including the benefits of maintaining diversity across all individuals engaged in our work.
- Take seriously complaints of non-inclusive and/or discriminatory behaviour of all kinds in relation to any aspect of QPTC CIC work, on and off the court. We will deal with all such complaints in line with our published Compliments and Complaints Policy.

6. Reporting and Breaches

If you are concerned about the behaviour or conduct of someone at a QPTC CIC event, someone representing QPTC, or any other breach of this policy, please refer to the Compliments and Complaints Policy.

We believe that discrimination is unacceptable and we will not tolerate it. Breach of this policy will be regarded as misconduct and could lead to suspension or cancellation of membership or other action as deemed appropriate by the QPTC CIC Management Committee.

7. Related documents

Please also see the following documents for further context and information:

QPTC CIC Code of Conduct

QPTC CIC Compliments and Complaints Policy

QPTC CIC Safeguarding Policy and Procedures

Appendix 1: The law and types of unlawful discrimination

The **Equality Act 2010** is the main, overarching anti-discrimination law which QPTC CIC is required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

It is unlawful for QPTC CIC as an employer, potential employer, tennis venue and in relation to any of its functions to discriminate against persons directly or indirectly in membership, recruitment or employment because of age, disability, sex, gender reassignment, marriage, civil partnership, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation or religion or belief.

For full details of the Act see <https://www.gov.uk/guidance/equality-act-2010-guidance>

Direct discrimination involves intentionally treating someone less favourably than others because of a characteristic listed above, without a lawful exception. For example, excluding a member from a tournament because of their ethnic background, or denying a job opportunity to a woman because she is pregnant.

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision. The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision. For example, implementing a rule that all members wishing to compete in national league matches must attend early morning practices could disproportionately disadvantage older members or those with family commitments, as they may find it more challenging to attend at that time.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability or impairment, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability or impairment. For example, a wheelchair tennis player who regularly participates in local tournaments is informed that the courts used for a competition do not have accessible entryways despite the player requesting reasonable adjustments, such as temporary ramps or an alternative court.

Harassment is where there is unwanted conduct, related to one of the characteristics outlined above (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment. For example, during practices and matches, a group of male members frequently make sexist comments, questioning a women's abilities due to her gender.

Associative discrimination is where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual who has a characteristic outlined above (other than marriage, civil partnership, pregnancy or maternity, however, pregnancy or maternity may fall within a sex discrimination claim because of association with a pregnant woman or a woman on maternity leave). For example, a coach has caring responsibilities at home and the organisation assumes that they will not be able to perform other duties, they are then overlooked for promotions, with the justification that "outside distractions" might interfere with their work.

Perceptive discrimination is where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity). For example, a young tennis player at a local club is perceived by some members to be gay, even though they do not identify as such.

Victimisation happens when an individual is mistreated, such as being denied participation in training or competition selection, because a person filed or backed a complaint or legal action under the Equality Act 2010. However, a person is not protected from victimisation if they acted with malice or supported a false complaint. For example, a tennis player at a club observes that players who are less experienced or in lower teams are consistently given less favourable court times.

Appendix 2: How our language can support inclusion

We acknowledge:

- Language is powerful and it can help to shift attitudes and behaviours.
- Inclusive language can help to promote and embed equality, diversity and inclusion.
- People have different individual personal preferences about language and identity, and language is always evolving and changing. This means there are no definitive rules; adopting some key principles will help us adopt an inclusive approach.

Key principles:

- Ask people how they identify and how they would like to be referred to; encouraging people to describe themselves as they wish; and applying this across all identities, including race, gender, age, ability/disability.
- Respect that both person-first and identity-first language are appropriate, depending on context and preference.
- Respect people's privacy to share information about themselves if and when they wish to.
- Use language that acknowledges diversity and conveys respect to all people.
- Use language that recognises individuals lived experiences within groups.
- Avoid the use of acronyms.
- Learn from others, particularly those who represent specific communities.
- Acknowledge and apologise if we make mistakes and use inappropriate language; listen to and learn from feedback to ensure we communicate more inclusively.
- Be adaptable and remain open to changing our approach to language in the future.

8. Equality Impact Assessment

This Equality Impact Assessment (EIA) helps QPTC CIC to consider whether a policy discriminates or unfairly disadvantages people from a range of groups and helps us think through actions that can be taken to lessen impact and advance equality, diversity and inclusion.

Impact summary: summarise whether the proposed policy will have a disproportionate impact on any of the groups listed below and what actions if any will be taken.	
Age	
Disability: Hearing impairment Visual impairment Physical disability Learning disability Mental health need	This policy has not been adapted to an easy read version and as such may disadvantage some people with learning disabilities. This policy has not been adapted for and therefore disadvantages people that are visually impaired.
Gender reassignment (incl. trans & non-binary)	
Marriage and civil partnership	
Pregnancy and maternity	
Race: People from diverse ethnic backgrounds Refuges & asylum seekers People with English as an additional language	This policy has not been adapted to an easy read version and as such may disadvantage some people with English as an additional language.
Religion or belief	
Sex - men, women and intersex	
Sexual orientation	
People with (unpaid) caring responsibilities	
People from lower socio-economic backgrounds and people living in areas facing deprivation	
People with low levels of English	This policy has not been adapted to an easy read version and as such may disadvantage some people with low levels of English.
Intersectionality (include any other relevant information relating to the intersection of any of these protected groups)	

Policy control sheet

Policy title	Equity, Diversity & Inclusion Policy
Version number	V3
Policy owner	Name: Mark Cull Designation: QPTC CIC Management Committee member
Target audience	All Queens Park Tennis Club members, Guests of members, Parents and legal guardians of junior players / children, Committee members, Directors, Coaches, Staff, Volunteers, Clubhouse key holders, Clubhouse visitors (including private hires), Contractors, Pay and Play users
Document status	FINAL
Date approved	8.1.2026
Approved by	QPTC CIC directors and management committee
Effective date	8.1.2026
Date of last review	2024
Date of next review	8.1.2028

Amendment history

Version no. & date created	Author	Summary of changes made
V1	N/K	Original policy
V2 2024	N/K	Adopted British Tennis policy
V3 8.1.2026	Mark Cull	LTA policy adopted with some minor edits and additions, and added principles of inclusive language