

## **EQUALITY AND DIVERSITY POLICY STATEMENT 2020**

The Tennis and Rackets Association Limited (T&RA) is committed to making Real Tennis and Rackets accessible and open to everyone who wants to be involved in the games. We will achieve this by upholding the principles of equal opportunities in every aspect of the work we do.

We support the development and implementation of practices that do not discriminate, either directly or indirectly. It is our policy to treat everyone fairly and consistently. We will regularly audit and monitor all aspects of our business activities and take appropriate steps if it appears that our policy is not fully effective and being delivered by every individual within our organisation.

This Policy is part of our wider commitment to equality and diversity of opportunity for all sections of the community, in all aspects of our business, and underpins our legal obligations under the Equality Act 2010, covering many other policies including Equal Pay, Sex Discrimination, Disability Discrimination; Rehabilitation of Offenders Act 1974, Race Relations Act 1976 as amended 2000; Prevention from Harassment Act 1997, the Employment Act 2008, Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002; and Employment Equality Regulations 2003 and 2006 as defined below.

Our commitment to equality of opportunity permeates everything we do and covers:

- recruitment and selection, employment and management practices;
- Real Tennis and Rackets development activities at all levels of the game;
- performance level activities, squad and team selections;
- relationships with suppliers and local communities; and
- on-going support to colleagues and volunteers through training and regular consultation.

We will work to raise awareness of equality throughout the T&RA, and will continually monitor our programmes and activities and challenge assumptions and preconceptions. It is the responsibility of everybody in Real Tennis and Rackets that this Policy is understood and carried out. Everyone involved in Real Tennis and Rackets has a personal responsibility for the implementation of this Policy.

### **Equality and Diversity Policy Statement**

The T&RA recognises the importance of, and is committed to, equality and diversity, equal opportunities and fair treatment to all involved and employed in the games of Real Tennis and Rackets. The T&RA aims to ensure that all people (irrespective of their age, gender, disability, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation) have a genuine and equal opportunity to participate in both sports, at all levels and in all roles, whether as a beginner, participant or performer, coach, official, referee, manager, administrator, spectator or as a volunteer.

It is the aim of the T&RA in its relationships with its members, associates, employees, job applicants and in the provision of its services, not to place any individual at a disadvantage by imposing any conditions or requirements which cannot be justified. Failure of an individual or organisation to comply with this policy may result in disciplinary action being taken. Direct discrimination is defined as treating a person less favourably than others are, or would be, treated in the same or similar circumstances. Indirect discrimination occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one social group than another and cannot be justified. We will take positive action to promote participation of underrepresented groups.

## Objectives

The T&RA Equality and Diversity Policy has the following objectives:

- to adopt a planned approach to eliminating barriers which discriminate against targeted groups;
- to ensure that no-one working or wishing to work for or on behalf of the T&RA receives less favourable treatment on the grounds outlined in the Policy;
- to give clear guidance to individuals working within the T&RA, either employed or as volunteers, on the commitment to equality and diversity;
- to ensure that all those who participate in Real Tennis and Rackets, at all levels and in all roles, receive fair and equitable treatment and deliver these principles on behalf of the T&RA through everything we do;
- to ensure that the format and content of all competitions, regulations and assessments provide equality for all; and
- to ensure that all materials prepared, produced and distributed by or on behalf of the T&RA promote a clear and positive image of the profile of all those who are a part of our games.

## Implementation

The T&RA will seek to promote equality and diversity through:

- the monitoring of practices, procedures and data relating to the operation of competitions, schemes, programmes, employment practice and resource materials;
- a regular review of existing policies, rules and regulations to ensure that they do not inhibit the participation of people from groups who may be excluded;
- increasing collaboration with partner organisations to ensure fair and consistent treatment of all members;
- the provision of relevant sport specific training for all employees, members of the T&RA Committees, Council and other key volunteers of the T&RA to raise awareness of both collective and individual responsibilities, to support their progress within the T&RA and, where appropriate, provide specialized facilities, equipment and individual training; and
- make available the Equality and Diversity Policy to all employees, members, key volunteers, and affiliated clubs.

In the pursuance of this Policy, the T&RA may take measures or positive action in favour of any group which is currently under-represented in its membership, representative bodies or its workforce. In taking this action, the T&RA recognises its legal obligations, under the following legislation:

- Equality Act 2010
- Rehabilitation of Offenders Act 1974
- Race Relations Act 1976 as amended 2000,
- Prevention from Harassment Act 1997
- Employment Act 2002 as amended 2018
- Part Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion or Belief) Regulations 2003
- Employment (Age) Regulations 2006.

## **Monitoring**

The Equality and Diversity Officer of the T&RA will be responsible for the monitoring of business activities to measure the effectiveness of this Policy. The data collected will be used for monitoring purposes only to inform the work done in Real Tennis and Rackets. The T&RA will proactively work with National Equality bodies and accountable officers within these organisations to ensure all programmes and activities are inclusive and promote equality and diversity.

## **Exemptions**

The T&RA reserves the right to limit competitions to persons of specific age, gender or disability groups where this is necessary to ensure equitable, safe and equal competition.

## **Responsibility**

The T&RA expects all those working and acting on behalf of the organisation to adhere to this Policy. In pursuance of this Policy the T&RA reserves the right to discipline (in accordance with its procedures) any of its members or employees who practise any form of discrimination on the grounds of a person's age, gender, disability, ability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation.

If you have any queries regarding this Policy please contact the:

**T&RA Equality and Diversity Officer**

**Tel: 0207 835 6960 Email: [executive@tennisandrackets.com](mailto:executive@tennisandrackets.com)**

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