Stirling Lawn Tennis and Squash Club

**Equality and Diversity Policy**

The aim of this policy is to ensure that everyone is treated fairly and with respect and ensure members, non-members and visiting teams are not denied access to our Club’s venue and activities because of a discriminatory reason. The policy adopts the guiding principles developed by the Lawn Tennis Association (LTA). An explanation of the different types of discrimination covered by this policy can be found in the LTA / Tennis Foundation Equality and Diversity Policy – [www.lta.org.uk/equality](http://www.lta.org.uk/equality)

This policy is fully supported by the SLT&SC Committee who are responsible for the implementation and review of this policy. Therefore the Committee will adhere to the following:

a) Take responsibility for setting and upholding standards and values that apply throughout the Club’s venue at every level, so the Club’s activities can be enjoyed by everyone who wants to participate.

b) Demonstrate a commitment to eliminating discrimination by reason of age, gender, gender reassignment, sexual orientation, race, nationality, ethnic origin, religion or belief, ability or disability and to encourage equal opportunities and an inclusive welcoming environment.

c) Ensure that employees, members, non-members and visiting teams are treated fairly and with respect and ensure that all members of the Club’s community, regardless of their ability, have access to and opportunities to take part in, and enjoy the Club’s programmes of activities, competitions and events.

d) Oppose all forms of harassment, bullying or abuse towards an individual or group whether it is physical, verbal or online that is based on any of the characteristics listed above or for any other reason. Any incidents of this or a similar nature will be treated seriously and appropriately through the Club’s Complaints Policy process.

e) Ensure there is an immediate investigation of any complaints of discrimination on the above grounds, once they are brought to the attention of the Club’s Welfare Officer or the Committee. Complaints will be dealt with in accordance with the process set out in the Club’s Complaints Policy and, where such a complaint is upheld, the Committee may impose such sanctions as it considers appropriate and proportionate to the discriminatory behaviour.

f) Promote a culture that encourages learning and development of coaches and volunteers in order to achieve greater diversity and inclusion within the Club’s activities.

g) Support, promote and enforce the LTA/Tennis Foundation Fair Play values within all tennis activities and environments.

h) Be committed to and deliver a policy of fair and equitable treatment for all members and non-members using the Club’s venue and participating in the Club’s activities, and require all members and non-members doing so to abide by and adhere to these policies and the requirements of the Equality Act 2010 as well as any amendments to this Act or any new equality legislation as relevant.

i) Be committed and take action to create an inclusive environment that is welcoming and seeks to improve representation across all groups and participation at all levels within the Club’s activities.

**Discrimination and Harassment - Complaints Process**

In the event that any member, volunteer, visitor or visiting team feels that he, she or they have suffered discrimination or harassment, they should follow the procedures below.

1. The complainant should report the matter in writing to the Club’s Welfare Officer or another member of the Committee. The report should include:

1.1 details of what occurred;

1.2 details of when and where the occurrence took place;

1.3 any witness details and copies of any written witness statements;

1.4 names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed);

1.5 details of any previous complaints made about the incident, including the date and to whom such complaint was made; and

1.6 an indication as to the desired outcome.

2. Following receipt of a report of discriminatory behaviour or harassment, the Committee or representatives of the Committee:

2.1 will request that the relevant parties to the complaint submit written evidence, as set out at Point 1 above, regarding the incident(s);

2.2 may decide (at its sole discretion) after reviewing the complaint and supporting evidence to uphold or dismiss the complaint without holding a hearing;

2.3 may (at its sole discretion) hold a hearing (whether or not such a hearing is requested by the relevant parties) at which each party will be entitled to attend and present their case;

2.4 will have the power to impose any one or more of the following sanctions on any person found to be in breach of any policy, (including the Equality Policy):

a) warn as to future conduct;

b) suspend from membership;

c) remove from membership;

d) exclude a non-member from the Club’s venue, either temporarily or permanently; and

e) turn down a non-member’s current and/or future membership applications.

2.5 will provide the relevant parties with written reasons for its decision to uphold or dismiss the complaint within one (1) calendar month of such decision being made.

2.6 each party may appeal a decision of the Committee to Tennis Scotland or to another relevant Club-affiliated body (including a decision not to hold a hearing) by writing to the relevant body within three (3) months of the written decision being notified to that party.

3. If the nature of the complaint is with regard to the Committee of SLT&SC, the member or non-member has the right to report the discrimination or harassment directly to Tennis Scotland or to another relevant Club-affiliated body, as appropriate.

Dominic Gillen
**Welfare Officer**

Completed: 01 November 2018
Review by: 31 October 2020