



THE NORTHUMBERLAND CLUB

Equality, Diversity and Inclusion Policy

Version	1.0
Date of approval	18 th August 2021
Approved by	Executive Committee
Author	Mandy Tulip: General Manager Mike Smith: Committee member (Co-opted)
Intended audience	<ul style="list-style-type: none"> • Employees • Members • Contractors • Coaches • Executive committee • Agency staff • Parents & Carers

INTRODUCTION

The aim of this policy is to ensure that everyone is treated fairly and with respect and to ensure that members, non-members, employees, contractors, visiting teams and visitors are not denied access to the Northumberland club or treated unfairly because of a discriminatory reason. A glossary of terms and definitions of discrimination can be found in appendix A.

SCOPE

This Policy will support the Northumberland Club to meet its statutory duties by:

- Complying with the Equality Act 2010, to eliminate any prohibited conduct, including discrimination, harassment and victimisation.
- Encouraging good relations between those who have protected characteristics and those who do not.
- Ensuring and advancing the equality of opportunity between people with relevant protected characteristics and those who do not wish to share this information.

This policy is fully supported by the Executive Committee of the Northumberland Club who are responsible for the implementation and ongoing review of this policy.

PROTECTED CHARACTERISTICS

The Equality Act 2010 outlines protected characteristics that are referred to in this policy. These are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex
- Sexual orientation

People are protected from discrimination:

- At work
- In education
- As a consumer
- When using public services
- When buying or renting property
- As a member or guest of a private club or association

People are also protected from discrimination if:

- They are associated with someone who has a protected characteristic, e.g. a family member or friend
- They have complained about discrimination or supported someone else's claim

Discrimination can come in one of the following forms:

- Direct discrimination - treating someone with a protected characteristic less favourably than others.
- Indirect discrimination - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- Harassment - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- Victimisation - treating someone unfairly because they've complained about discrimination or harassment.

Accordingly, the club will adhere to the following:

- a) Take responsibility for setting and upholding standards and values that apply throughout the Club and Ground at every level, so activities can be enjoyed by everyone who wants to participate.
- b) Demonstrate a commitment to eliminating discrimination by reason of protected characteristics and to encourage equal opportunities and an inclusive, welcoming environment.
- c) Ensure that employees, members, non-members, visiting teams and visitors are treated fairly and with respect and ensure that all members of the community, regardless of their ability; have access to and opportunities to take part in, and enjoy the activities, competitions and events organised by the club.
- 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 subjected to the appropriate action. Appendix B outlines how a concern can be raised.
- e) Ensure there is an immediate investigation of any complaints of discrimination, harassment, victimisation or other prohibited conduct, on the above grounds, once they are brought to the attention of the Welfare Officer, Safeguarding Lead, General Manager, Club Secretary or Chairperson. Complaints will be dealt with in accordance with the complaints policy and, where such a complaint is upheld, the club may impose such sanctions as it considers appropriate and proportionate to the discriminatory behaviour. If it considers it appropriate, the club may refer a decision on a specific matter to the LTA, social services, or the police.
- f) Promote a culture that encourages the learning and development of coaches and volunteers in order to achieve greater diversity and inclusion within all activities.
- g) Support, promote and enforce the LTA/Tennis Foundation Fair Play values within all activities and environments within the scope of the club.
- h) Be committed to and deliver a policy of fair and equitable treatment for all club members and employees and require all members, employees and volunteers 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.

- 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 tennis.

RECRUITMENT AND SELECTION

- The club will ensure that recruitment advertisements do not imply preference for one group of applicants unless there is a clear occupational reason to do so, in which case the reason will be clearly stated.
- Advertisements will contain clear information about the posts, enabling the applicant to make their own decision about their suitability for the post.
- Methods used to advertise posts must not prevent the application of individuals with protected characteristics.

COMPLAINTS AND APPEALS

- All members are free to make complaints on any aspect of the Club.
- We will ensure that complaints are listened to carefully, and that members are treated with respect, fairness and confidentiality when making a complaint.
- Complaints by Members should be made in writing to the General Manager, and will be reviewed by the General Manager and Club Secretary in the first instance. If either of those individuals is the subject of the complaint, then the Chairman will review the complaint.
- We will endeavour to address all complaints within 14 days, and we will reply in writing.
- If you are unhappy with the response from the review, then you should appeal in writing. We will then appoint the Chairman to conduct the appeal.
- All complaints and their outcomes will be reported to the Committee, but will not be recorded in any minutes which are made public to the wider membership.

REFERENCES

Equality Act 2010: <https://www.legislation.gov.uk/ukpga/2010/15/contents>

Human Rights Act 1998: <https://www.legislation.gov.uk/ukpga/1998/42/contents>

Chairperson

Print Name: Frank Matthewson

Sign: *F. Matthewson*

Date: 19/08/21

General manager

Print Name: Mandy Tulip

Sign: *M. Tulip*

Date: 19/08/21

Appendix A

Glossary of terms

Taken from the British Tennis diversity and inclusion policy 2017.

Discrimination – treating someone in a less favourable way and causing them harm, because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation

Diversity – acknowledging, celebrating and respecting the differences between groups of people and between individuals. We will work to ensure that people can be assured of an environment in which their rights, dignity and individual worth are respected, and in particular that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.

Harassment – unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual’s dignity or creating and intimidating, hostile, degrading, humiliating or offensive environment for that individual or creates an intimidating, hostile, degrading, humiliating or offensive environment. The focus is on the perception of the complainant not the intent of the perpetrator. Employees can complain of behaviour they find offensive even if it is not directed at them.

Inclusion – ensuring that the club is equally accessible to any member of the community so they can be fully involved in whatever capacity they choose; and that they are supported to achieve their potential in any capacity e.g. player, employee, volunteer, coach or official. We will work to ensure that people have a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities, that they feel respected and valued and are not singled out, with regard to their age, disability, gender reassignment status, sex, marital or civil partnership status, pregnancy or maternity, race, sex, sexual orientation, religion, race or sexual orientation, socio-economic status or any other background.

Positive action – The Northumberland Club is committed to taking positive steps to counteract the effects of physical or cultural barriers – whether real or perceived – that restrict the opportunity for all sections of the community to participate equally and fully. We will ensure that we institute, support or contribute to appropriate measures or initiatives that enable access to the club and participation in associated activities by people from any group and that they can do so with dignity or without being singled out.

Appendix B

Concern Reporting Procedure

Taken from the British Tennis diversity and inclusion policy 2017.

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:

