



CHIPPING CAMPDEN  
TENNIS CLUB

## Diversity and Inclusion Policy

### Introduction

In March 2019 the Lawn Tennis Association (LTA) launched a new vision for the sport 'Tennis Opened Up', with the aim of making tennis relevant, accessible, welcoming, and enjoyable for everyone. To further this aim all LTA registered venues are required to have an inclusion and diversity policy.

### Policy

The policy of Chipping Campden Tennis Club (CCTC) is to develop a culture within the club that is inclusive. This will be done by ensuring that the club is equally accessible to any member of the community so they can be fully involved; and that they are supported to achieve their potential in whatever capacity they choose e.g. player, volunteer, coach, official or contractor. 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, socio-economic status or any other background.

### Responsibilities

Diversity and inclusion is everyone's responsibility, not responding to discriminatory or unacceptable language and behaviour is not acceptable.

The club's Committee have overall accountability for this Policy, for being the strategic lead on diversity and inclusion and for ensuring compliance with the relevant national legislation.

All members and coaches are responsible for raising diversity and inclusion concerns with the club's Welfare Officer to start with; then the LTA, as outlined in the Reporting Procedure.

### Reporting Procedure

Where there is a diversity and inclusion concern disclosure the individual who is told about, hears, or is made aware of the concern is responsible for following the reporting procedure.

1. Complain directly to the person or Welfare Officer and seek resolution. In the first instance, this can often resolve many disputes or concerns.

2. If required, you can contact the LTA Safeguarding Team: [safeguarding@lta.org.uk](mailto:safeguarding@lta.org.uk)

3. Seek further advice from the Equality Advisory Support Service a call on 0808 800 0082. For further information their website is: <http://www.equalityadvisoryservice.com/app/ask>