



LTA EQUALITY & DIVERSITY POLICY

- Valuing Diversity
- Committed to Equality
- 'Tennis For All'

LTA LTA EQUALITY & DIVERSITY POLICY



The Lawn Tennis Association (LTA) is committed to making tennis accessible and open to everyone who wants to be involved in the game. 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 equally, 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 Human Rights Act, the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act, the Equal Pay Act, the Rehabilitation of Offenders Act and the Age Discrimination Act.

Our commitment to equality in tennis permeates everything we do and covers:

- our recruitment and selection, employment and management practices;
- our tennis development activities at all levels of the game;
- our performance level activities, squad and team selections;
- our relationships with customers, suppliers and local communities; and
- our on-going support to staff through training and consultation.

We will work to raise awareness of equality throughout the LTA, and will continually monitor our programmes and activities and challenge assumptions and preconceptions.

It is the responsibility of everybody, regardless of your employment status (whether as an individual or as an organisation), that the following Policy is understood and carried out. Everyone involved in tennis has a personal responsibility for the implementation of this Policy.

POLICY STATEMENT

The LTA recognises the importance of, and is committed to, equality and diversity, equal opportunities and fair treatment to all involved and employed in the game of tennis.

The LTA 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 tennis, 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 LTA 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 under represented groups in tennis.

OBJECTIVES

The LTA 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 LTA receives less favourable treatment on the grounds outlined in the Policy;
- to give clear guidance to individuals working within the LTA, either employed or as volunteers, on the commitment to equality and diversity;
- to ensure that all those who participate in tennis, at all levels and in all roles, receive fair and equitable treatment and deliver these principles on behalf of the LTA 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 LTA promote a clear and positive image of the profile of all those who are a part of our game.





IMPLEMENTATION

The LTA 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 LTA Committees/Panels/Boards, the Main Board and other key volunteers of the LTA to raise awareness of both collective and individual responsibilities, to support their progress within the LTA and, where appropriate, provide specialised facilities, equipment and individual training; and
- make available the Equality and Diversity Policy to all employees, members, key volunteers, affiliated clubs and county associations.

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

- Race Relations Act (as amended) 1976
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986, 1999
- Disability Discrimination Act 1995 (Parts 1, 2 & 3)
- Rehabilitation of Offenders Act 1974
- Human Rights Act 1998
- Age Discrimination Act 2006
- Employment Equality (Sexual Orientation) Regulations 2003

MONITORING

The Equality and Diversity Manager of the LTA will be responsible for providing the respective county associations with data collected through annual surveys or programme specific monitoring to measure the effectiveness of this Policy and for providing information to members about the Policy and its implementation and impact. The LTA will use this information to shape policy resources in the future. The LTA will work with key equality partners and accountable officers within these organisations to ensure that all programmes and initiatives are inclusive and promote equality and diversity.

EXEMPTIONS

The LTA 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 LTA expects all those working and acting on behalf of the organisation to adhere to this Policy. In pursuance of this Policy the LTA 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:

Equality and Diversity Manager

Tel: 020 8487 7000 **Email:** equality@lta.org.uk

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