



# Oxford University Tennis Club

## Equality and Diversity Policy

Oxford University Tennis Club (OUTC) is committed to making Real Tennis 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 our club's activities.

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 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 obligations under current legislation.

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

- recruitment and selection, employment and management practices;
- 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.

OUTC will work to raise awareness of equality, and we will continually monitor our programmes and activities and challenge assumptions and preconceptions. It is the responsibility all OUTC members that this Policy is understood and carried out. All have a personal responsibility for the implementation of this Policy.

## **Equality and Diversity Policy Statement**

OUTC recognises the importance of, and is committed to, equality and diversity, equal opportunities and fair treatment to all. OUTC 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 at the club, 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 OUTC 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 at our club.

## **Objectives**

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

## **Implementation**

OUTC 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;
- make available the Equality and Diversity Policy to all employees, club members and key volunteers.

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

## **Monitoring**

The OUTC Committee will be responsible for the monitoring of club activities to measure the effectiveness of this Policy. Any data collected will be used for monitoring purposes only.

## **Exemptions**

OUTC 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**

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