Edinburgh Tennis

equity, diversity and Inclusion (EDI) Policy

Purpose of this policy

This policy sets out Edinburgh Tennis commitment to a culture of everyday inclusion and driving greater diversity and equitable outcomes in tennis. It outlines some of the ways in which we will work to bring this commitment to life. It sets out what our membership can expect of us, and holds us to account against, in the way we operate on a day-to-day basis.

Who is responsible for the implementation of this policy?

While helping to build a culture of inclusion and drive greater diversity across tennis is everyone's responsibility, the committee of Edinburgh Tennis are individually and collectively responsible for ensuring that this policy is followed.

What does this policy cover?

This policy applies to all aspects of Edinburgh Tennis work and to all people who work or volunteer for it as they conduct those roles, as well as anyone taking part in tennis related activity which Edinburgh Tennis is responsible for.

What is meant by equity, diversity and inclusion?

Equity is about working to achieve parity of outcome for people with different characteristics or from different backgrounds. It is different from equality. Equality assumes that everyone should be treated the same regardless of needs, experiences and opportunity. Equity is about recognising that not everyone starts from the same place and that sometimes targeted interventions are needed to give people the same chance of achieving a particular outcome, such as playing tennis regularly or becoming a coach.

Diversity is the mix of characteristics, experiences and other distinctions which make people different from one another. This can include differences in race, sex, religion, sexual identity, age, gender identity, socio-economic background or whether someone is disabled. Understanding this mix is vital to being able to make all people feel included.

Inclusion for all is the ultimate goal; it is a culture in which everybody can feel comfortable and confident to be themselves, no matter their visible or hidden differences. Diversity without inclusion means that people from more diverse backgrounds will feel excluded and so that diversity, and the benefits for tennis or an organisation which come with it, will not last.

Commitment to everyday inclusion, greater diversity and more equitable outcomes

Edinburgh Tennis is fully committed to playing its part in opening tennis up. We will do this by building a culture of everyday inclusion and operating in a way which enables, encourages and values greater diversity and equitable outcomes for all, in all aspects of our sport, with the intention that the sport and our Venue reflect the diversity of the communities around us.

In order to achieve this, we will:

- Encourage equity, diversity and inclusion in every aspect of our work as a Venue, recognising that it brings benefits both to tennis and to the strength of our work both on and off the court.
- Create an environment for all members and those in key roles which is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all., where individual differences and the contributions of all are recognised and valued.
- Ensure that the Venue is run in a positively inclusive way on a day-to-day basis, considering that people from different backgrounds and with different personal contexts have different needs to enable them to contribute fully to the organisation.
- Ensure our venue committee is appropriately equipped to embed a culture of inclusion by offering access to the LTA's EDI training to foster a sense of collective responsibility and support their efforts in creating an inclusive environment.
- Ensure that our recruitment processes and policies enable and encourage people from all backgrounds to become part of the Venue and/or its work. We will make decisions concerning roles within the Venue based on merit, including the benefits of maintaining diversity across all individuals engaged in the Venue's work.
- Take seriously complaints of non-inclusive and/or discriminatory behaviour of all kinds in relation to any aspect of the Venue's work, on and off the court.
- Record baseline diversity data of our members and key roles to better understand how the venue's diversity aligns with that of the local community.

Agreement to follow this policy

The equity, diversity and inclusion policy is fully supported by the Venue committee.

Reporting and Breaches

If you are concerned about the behaviour or conduct of someone at a Venue event, someone representing the Venue, or any other breach of this policy, please refer to the complaints policy.

Appendix 1: The law and types of unlawful discrimination

The Equality Act 2010 is the main, overarching anti-discrimination law which [insert Venue name] is required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

It is unlawful for Edinburgh Tennis as an employer, potential employer, tennis venue and in relation to any of its functions to discriminate against persons directly or indirectly in membership, recruitment or employment because of age, disability, sex, gender reassignment, marriage, civil partnership, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation or religion or belief.

Direct discrimination involves intentionally treating someone less favourably than others because of a characteristic listed above, without a lawful exception.

For example, excluding a member from a tournament because of their ethnic background, or denying a job opportunity to a woman because she is pregnant.

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision. The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision.

For example, implementing a rule that all members wishing to compete in national league matches must attend early morning practices could disproportionately disadvantage older members or those with family commitments, as they may find it more challenging to attend at that time.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability or impairment, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability or impairment.

For example, a wheelchair tennis player who regularly participates in local tournaments is informed that the courts used for a competition do not have accessible entryways despite the player requesting reasonable adjustments, such as temporary ramps or an alternative court.

Harassment is where there is unwanted conduct, related to one of the characteristics outlined above (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

For example, during practices and matches, a group of male members frequently make sexist comments, questioning a women's abilities due to her gender.

Associative discrimination is where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual who has a characteristic outlined above (other than marriage, civil partnership, pregnancy or maternity, however, pregnancy or maternity may fall within a sex discrimination claim because of association with a pregnant woman or a woman on maternity leave).

For example, a coach has caring responsibilities at home and the organisation assumes that they will not be able to perform other duties, they are then overlooked for promotions, with the justification that "outside distractions" might interfere with their work.

Perceptive discrimination is where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity).

For example, a young tennis player at a local club is perceived by some members to be gay, even though they do not identify as such.

Victimisation happens when an individual is mistreated, such as being denied participation in training or competition selection, because a person filed or backed a complaint or legal action under the Equality Act 2010. However, a person is not protected from victimisation if they acted with malice or supported a false complaint.

For example, a tennis player at a club observes that players who are less experienced or in lower teams are consistently given less favourable court times.

Appendix 2: Related policies and documents

Please also see the following documents for further context and information:

- https://www.edinburghtennis.com/contact-us.php
- LTA Inclusion Strategy
- LTA Code of Conduct
- LTA Disciplinary Code