



LTA Equity Policy

Policy Statement

The LTA recognises the importance of affording equity, equal opportunity and fair treatment to all involved & 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. That is, as a beginner, participant or performer, as a coach, official, referee, manager, administrator or spectator.

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 disadvantage any individual by imposing any conditions or requirements which cannot be justified. Failure to comply 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 race, sex or marital status than another and cannot be justified on grounds other than race, sex or marital status.

Objectives

The LTA Equity Policy has the following objectives:

- To adopt a planned approach to eliminating perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities experiencing disadvantage, poverty and health inequalities;
- 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 Statement above;
- To give clear guidance to individuals working within the LTA, either employed or as volunteers, on the commitment to equal opportunities;

- To ensure that all those who participate in tennis, at all levels and in all roles, receive fair and equitable treatment;
- To ensure that the format and content of all competitions, regulations and assessments provide equity for all, except where specific situations and conditions properly or reasonably prevent this;
- To ensure that all materials prepared, produced and distributed by or on behalf of the LTA promote a clear image of the profile of all those who are a part of the game.

Implementation

The LTA will seek to promote equity and equality through:

- The monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives, employment practice and development materials;
- A regular review of existing policies rules and regulations to ensure that they do not inhibit the participation of people from groups which may suffer discrimination;
- Increasing collaboration with partner organisations to ensure equity, fair and consistent treatment of all members;
- The provision of appropriate training for all employees, members of the Executive Committee 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.
- Make accessible the Equity Policy literature for all employees, members and key volunteers within the game of tennis as well as to make the literature available for counties and clubs.

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 acts of Parliament:

- Race Relations Act 1976 (Amendment 2000)
- Equal Pay Act 1970
- Sex Discrimination Acts 1975, 1986, 1999
- Disability Discrimination Act 1995 (Part 1, 2 & 3)
- Rehabilitation of Offenders Act 1974

- Human Rights Act 1998

Monitoring

- The Child Protection & Equity Manager of the LTA will be responsible for providing the respective county associations with data for monitoring the effectiveness of this policy, and for providing information to members about the policy and its implementation and impact;
- The LTA will continuously monitor and review the selection criteria and procedures in relation to participation and employment to ensure individuals are selected, promoted and treated solely on the basis of the skills and abilities which are appropriate to the position;
- The LTA will work with key equity partners and accountable officers within the respective organisations to ensure that all programmes and initiatives are inclusive.

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 acting on behalf of the organisation to adhere to this policy.

In pursuance of this policy the LTA reserve the right to discipline any of it's members or employees who practice 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:

Child Protection & Equity Manager
The Lawn Tennis Association
Palliser Road, West Kensington
London W14 9EG

Tel: 020 7381 7008

Mobile: 07971 141 024

Email: childprotection@LTA.org.uk