

Registered Charity: 1185919
CRM: 0001398

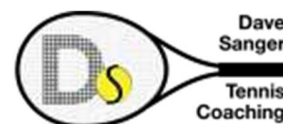
Southbourne Tennis Club and Dave Sanger Tennis Coaching Ltd

Equity, Diversity & Inclusion Policy

Issue Date: November 2025

Review Date: November 2027

Owner: Southbourne Tennis Club Committee & Dave Sanger



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1. Purpose of this Policy

This policy sets out Southbourne Tennis Club and Dave Sanger Tennis Coaching Ltd's commitment to creating a culture of everyday inclusion and promoting greater diversity and equity in tennis. It outlines our responsibilities, what our members and wider community can expect from us, and how we hold ourselves accountable in ensuring fairness, respect, and inclusivity across all areas of our operations.

2. Scope

This policy applies to all staff, coaches, officials, volunteers, members, and participants in any activity organised or managed by Southbourne Tennis Club or Dave Sanger Tennis Coaching Ltd. It covers behaviour both on and off court, and applies equally to adults and children engaging with the club.

3. What is Meant by Equity, Diversity and Inclusion

Equity is about achieving parity of outcome by recognising that people have different needs, experiences, and starting points. It goes beyond equality of treatment to ensure fair access and opportunity for everyone.

Diversity refers to the mix of characteristics, experiences, and perspectives that make each person unique — including age, race, gender, sexuality, disability, religion, socio-economic background, and more.

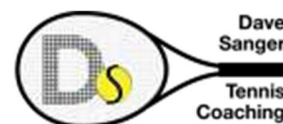
Inclusion means creating an environment in which everyone feels welcomed, respected, and able to be themselves. Diversity without inclusion is not sustainable; inclusion ensures everyone's contribution is valued.

4. Responsibilities for Implementation

Everyone associated with the Club and Coaching Team shares responsibility for promoting an inclusive culture. The Southbourne Tennis Club Committee and members of Dave Sanger Tennis Coaching Ltd are collectively and individually responsible for ensuring this policy is implemented. Coaches and Committee members will be encouraged to complete LTA Equity, Diversity and Inclusion (EDI) training to build understanding and accountability.

The Club Chairman and Welfare Officer have specific responsibility for ensuring that:

- The policy is communicated and reviewed regularly.
- Equity, diversity and inclusion are embedded in decision-making, recruitment, and club operations.
- Complaints and concerns are dealt with promptly, fairly and confidentially.



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5. Our Commitments

Southbourne Tennis Club and Dave Sanger Tennis Coaching Ltd are committed to:

- Formally adopting this policy,
- Encouraging equity, diversity and inclusion in all aspects of our work.
- Creating a welcoming, safe environment free from bullying, harassment, and discrimination.
- Ensuring decisions on membership, recruitment, and participation are based on merit and fairness.
- Reviewing and monitoring the diversity of our membership and leadership to reflect our local community.
- Supporting all members, staff, and volunteers through training and inclusive practice.
- Following the LTA Transgender and Non-Binary Policy guidelines in relation to Competition and changing facilities. We remain fully inclusive.
- Supporting measures and initiatives that British Tennis may institute or take part in to advance the aims of this policy as part of our commitment to our LTA membership.
- Taking complaints of discrimination or exclusion seriously and addressing them in line with this policy and the Club's Complaints Policy.

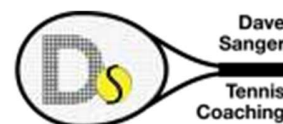
6. Reporting and Breaches

If any member, coach, volunteer or visitor experiences or witnesses' behaviour that breaches this policy, they should follow the Club's Complaints Policy which includes our Concern Reporting Protocol. Concerns relating to safeguarding should be reported to the Welfare Officer immediately. Serious incidents or unresolved issues may be referred to the Lawn Tennis Association (LTA) Equity, Diversity and Inclusion or Disciplinary Teams.

All reports will be treated confidentially and investigated promptly. Retaliation against anyone raising a concern will not be tolerated.

7. Legal Framework

This policy aligns with the [Equality Act 2010](#), which protects individuals from discrimination based on the following protected characteristics: age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, and sexual orientation.



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It is unlawful to discriminate directly or indirectly, harass, or victimise someone based on these characteristics.

8. Related Policies and Documents

This policy should be read alongside the following documents:

- Complaints Policy
- Safeguarding Policy
- Whistleblowing Policy
- Code of Conduct

- LTA Inclusion Strategy
- LTA Code of Conduct
- LTA Disciplinary Code

9. Agreement to Follow this Policy

This policy is fully supported by the Southbourne Tennis Club Committee and Dave Sanger Tennis Coaching Ltd. All members, staff, coaches, and volunteers are expected to uphold its principles and contribute to a culture of equity, diversity and inclusion in tennis.