TW TENNIS

DIVERSITY & INCLUSION POLICY

1. Policy Statement

TW Tennis is committed to ensuring that tennis is a sport for everyone. Our goal is to create a safe, welcoming, and inclusive environment where all participants—regardless of age, disability, gender identity, race, religion, sexual orientation, or socio-economic background—can enjoy the game and reach their full potential.

2. Our Commitments

- **Equal Access:** We proactively remove barriers to participation for under-represented groups.
- **Zero Tolerance:** We do not tolerate any form of discrimination, harassment, bullying, or victimisation. This applies to on-court play, social areas, and digital communications.
- **Inclusive Coaching:** Our coaches will adapt sessions to meet individual needs, ensuring all players feel valued and supported.
- **Positive Action:** We will support initiatives that encourage participation from groups currently under-represented in our community.

3. Code of Conduct for Coaches

To maintain these standards, our coaches agree to:

- **Act as Role Models:** Demonstrate respect, integrity, and Fair Play values at all times.

- **Use Inclusive Language:** Avoid any language that could be interpreted as discriminatory or exclusionary.
- **Maintain Professional Boundaries:** Ensure all interactions, including on social media, are professional and transparent.
- **Take Immediate Action:** Report any concerns regarding discrimination or safeguarding to the designated **Welfare Officer**.

4. Reporting Procedures

If you experience or witness behaviour that contradicts this policy:

1. **Listen:** Take all concerns seriously and record the details accurately.
2. **Report:** Contact our Welfare Officer, **Kristin Buchanan**, immediately.
3. **Escalate:** If the concern involves a serious breach of Safeguarding or criminal activity, contact the relevant national governing body or emergency services.

5. Review

This policy will be reviewed annually to ensure it remains effective and reflects current best practices.