

Formby Village Tennis Club

Equality & Diversity Policy Statement

The Club:

- Recognises the importance of and is committed to equality and diversity, equal opportunity and fair treatment to all (coaches, volunteers, club members etc.) involved in the game of tennis.
- Aims to ensure that all people irrespective of their age, gender, disability, race, religion, ethnic origin, creed, colour, nationality, social status or sexual orientation have a genuine and equal opportunity to become a member of the club and to participate in tennis and other activities offered by the club.
- Aims not to disadvantage any individual by imposing any conditions or requirements which cannot be justified. The club acknowledges that it is sometimes necessary to restrict membership to those of a certain standard of playing ability or other similar restrictions due to the limitations of available facilities. In applying such restrictions, where necessary, the Club will endeavour to do so in an equitable and fair manner.
- Will not discriminate, directly or indirectly, against an individual or group. Direct discrimination being 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 larger proportion of people of one race, sex, or marital status than another and cannot be justified.
- Reserves the right to limit competitions to persons of specific age, gender or disability groups where this is appropriate to ensure equitable, safe and equal competition.