



TWC Equity Policy

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The Wimbledon Club Equity Policy Statement

1. A fully inclusive, modern club

The Wimbledon Club (“TWC”) is dedicated to providing safe, fair and inclusive sporting and social environments and is open to everyone regardless of age, gender, disability, race, cultural background, sexual orientation, belief or any other criterion.

Good governance, integrity, equality, member protection and child safeguarding are the core values that steer each of TWC’s sporting sections.

Our staff, coaches and volunteers make all people welcome, respected and feel that they belong at TWC.

TWC is committed to ensuring that equity is incorporated across all aspects of its development by adopting the following Sport England definition of sports equity:

- Sports equity is about fairness in sport, equality of access, recognising inequalities and taking steps to address them
- TWC respects the rights, dignity and worth of every person and will treat everyone equally within the context of their sport, regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status
- TWC is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse
- All Club staff have a responsibility to oppose discriminatory behaviour and promote equality of opportunity
- TWC will deal with any incidence of discriminatory behaviour seriously, according to the Club’s disciplinary procedures and in line with the expectations of the governing bodies of cricket, hockey, squash and tennis.

2. Statement of policy

The aim of this policy is to communicate the commitment of TWC to the promotion of equality of opportunity across all its sports and the Club as a whole.

It is our policy to provide equality of opportunity to all, irrespective of:

- Age
- Disability
- Gender, including gender reassignment
- Sex or sexual orientation
- Marital or civil partnership status
- Pregnancy or maternity
- Having or not having dependants
- Religion, belief or political opinion
- Race (including colour, nationality, ethnic or national origins, being an Irish Traveller)
- Or any other criterion

We are opposed to all forms of unlawful and unfair discrimination. We commit to treating every individual fairly and not discriminating against anyone on any of the above grounds.

Our equal opportunities policy applies to all Members, Friends of the Club, program participants, employees and volunteers to help everyone develop and reach their full potential.

TWC is keen to provide an enjoyable sporting and social environment for all.

3. Equality commitments

We are committed to:

- Promoting equality of opportunity for all people
- Promoting an enjoyable sporting and welcoming social environment in which all people are treated with respect
- Preventing occurrences of unlawful direct discrimination, indirect discrimination, harassment and victimisation
- Fulfilling all our legal obligations under the equality legislation and associated codes of practice
- Taking lawful affirmative or positive action, where appropriate
- Regarding all breaches of equal opportunities policy as misconduct, which will be dealt with through the Club's normal procedures

This policy will be made available to all Members, Friends of the Club, program participants, employees and volunteers.

4. Implementation

The General Committee and four Sports Committees have specific responsibility for the effective implementation of this policy. TWC expects all officers, volunteers and employees to abide by the policy and help create the equal opportunities environment which is its objective.

In order to implement this policy, the Club will:

- Communicate the policy widely
- Incorporate specific and appropriate duties in respect of implementing the equal opportunities policy into job descriptions and work objectives of staff
- Provide equality training and guidance as appropriate to employees and volunteers
- Obtain commitments from other persons or organisations such as schools and clubs that they too will comply with the policy in their dealings with the Club, its Members, Friends of the Club, program participants, employees and volunteers
- Ensure that adequate resources are made available to fulfil the objectives of the policy

5. Monitoring and review

The effectiveness of our equal opportunities policy will be reviewed regularly and action taken as necessary. Where monitoring suggests there is an issue in relation to this policy then we will develop an action plan to address the issue in question.

6. Complaints

Members, Friends of the Club, program participants, employees or volunteers who believe that they have suffered any form of discrimination, harassment or victimisation are entitled to raise the matter through the TWC Complaint Management Policy. All complaints of discrimination will be dealt with seriously, promptly and confidentially.

In addition to our internal procedures, employees have the right to pursue complaints of discrimination through the courts or to an industrial tribunal or the Fair Employment Tribunal under the following anti-discrimination legislation:

- Sex Discrimination (Northern Ireland) Order 1976, as amended
- Disability Discrimination Act 1995, as amended
- Race Relations (Northern Ireland) Order 1997, as amended
- Employment Equality (Sexual Orientation) Regulations (Northern Ireland) 2003
- Fair Employment and Treatment (Northern Ireland) Order 1998, as amended
- Employment Equality (Age) Regulations (Northern Ireland) 2006
- Equal Pay Act (Northern Ireland) 1970, as amended

However, employees wishing to make a complaint will normally be required to raise their complaint using the TWC Complaint Management Policy in the first instance.

Every effort will be made to ensure that those who make complaints will not be victimised. Any complaint of victimisation will be dealt with seriously, promptly and confidentially. Victimisation will result in disciplinary action and may warrant dismissal or expulsion.

7. Policy breaches

Any breaches of this policy will be addressed via the disciplinary procedures established in the TWC Charter.