



MALDON TABLE TENNIS CLUB (MTTC)

EQUALITY AND DIVERSITY POLICY

1. OBJECTIVES

- 1.1. MTTC is fully committed to the principles of equality of opportunity and takes its responsibility very seriously in ensuring that no one involved in table tennis whether a member, or participant receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.2. Additionally, MTTC recognises that we live in a diverse society and will take all necessary steps to ensure that anyone participating in our sport in whatever capacity will be treated fairly and offered the same opportunities regardless of their socio-economic backgrounds.

2. DEFINITIONS

- 2.1. **Equality** – is about making sure people are treated fairly and given fair chances, it is not about treating everybody the same way.
- 2.2. **Diversity** – is about recognising, valuing and managing difference and acknowledging that individuals have different needs which can be met in different ways.

3. LEGAL REQUIREMENTS

- 3.1. MTTC recognises its legal obligations, and will abide by the requirements of the Equality Act 2010 and any later amendments to the Act or subsequent equality related legislation that may be relevant.

4. STATEMENT OF INTENT: MTTC

- 4.1. wishes to act as an example for all its members and affiliated organisations for equality and diversity and will work to influence and promote good practice throughout table tennis in MTTC
- 4.2. will work to ensure that there will be open access to all those who wish to participate in sport and that they are treated fairly.
- 4.3. is committed to ensure that all individuals can conduct their table tennis related activities free from bullying and harassment and has implemented a policy for dealing with such matters (see Anti Bullying and Harassment).

4.4. Is committed to sports equality which is about:

- Fairness in sport, equality of access, recognising differences and taking steps to meet them
- Changing the culture and structure of sport to ensure it becomes equally accessible to all members of society
- Making sure all individuals can realise their talent and fulfil their potential
- An individual's responsibility to challenge discriminatory practice and promote inclusion.

5. DISCRIMINATION, HARASSMENT, BULLYING AND VICTIMISATION

- 5.1. **Direct Discrimination** – occurs when someone is treated less favourably than another person because of a protected characteristic (1.1)
- 5.2. **Indirect Discrimination** – occurs when there is a condition, rule or practice which applies to everyone but particularly disadvantages people who share a protected characteristic (1.1)
- 5.3. **Harassment** – engaging in unwanted conduct relating to a relevant protected characteristic (1.1) or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. It also includes the right for individuals to raise an issue that they find offensive even if it is not directed at them.
- 5.4. **Bullying** – the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
- 5.5. **Victimisation** – when someone is treated badly because they have made or supported a complaint/grievance about discrimination or harassment under the Equality Act 2010 or are suspected of either making or supporting such a complaint/grievance. An individual is not protected from victimisation if they acted maliciously or made or supported an untrue complaint/grievance.
- 5.6. MTTC regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints will be taken seriously and appropriate measures including disciplinary action may be brought against any member who unlawfully discriminates against, harasses, bullies or victimises any other person.

6. IMPLEMENTATION, RESPONSIBILITIES AND COMMUNICATION

MTTC will:

- 6.1. make a copy of this policy available on its TT365 website (<https://www.tabletennis365.com/Maldon>) which makes it clear that all individuals have responsibilities to respect, act in accordance with, support and promote the spirit and intentions of this policy.
- 6.2. recognise that it has a duty to make reasonable adjustments for disabled people. It will consider all requests for adjustments and where possible will accommodate reasonable requests and work with disabled members to implement any adjustments that will enable them to participate more fully in table tennis related activities.



6.4. strive to achieve the appropriate equality standards as guided by Sport England/UK Sport.

6.5. encourage individuals involved in our sport not to discriminate against or harass any other individual during their duties or role.

6.6. make individuals aware that they can be held personally liable as well as MTTC or instead of MTTC, for any act of unlawful discrimination. Individuals who commit serious acts of harassment may be guilty of a criminal offence as well as gross misconduct. There is no limit on compensation for unlawful discrimination.

7. **ACTIONS:** MTTC will take all measures to ensure that:

7.1 the objectives of this Equality and Diversity Policy are consistently delivered throughout all areas of the club.

8 **MONITORING AND EVALUATION**

8.1 This Policy will remain in force until it is amended, replaced or withdrawn and will be reviewed on an annual basis by the committee

9 **GRIEVANCES**

9.1 To safeguard individual rights under this Equality and Diversity Policy any member who believes that they have suffered inequitable treatment within the scope of this Equality and Diversity Policy may raise the matter through the appropriate procedure (i.e. the complaints policy/procedure).

9.2. An individual raising a grievance will not be penalised for doing so even if it is untrue provided it is made in good faith.