



Diversity and Inclusion Policy

Our Commitment

At Adrenaline Beach Tennis Club we are committed to creating a welcoming, inclusive, and respectful environment where everyone can enjoy beach tennis, regardless of their background, identity, or ability.

We believe that diversity strengthens our club and enriches the experiences of our members, volunteers, coaches, officials, and visitors. We are dedicated to ensuring that all individuals have equal opportunities to participate, develop, compete, volunteer, and contribute within our club.

Our Principles

We will:

- Treat all people with dignity, fairness, and respect.
- Promote equality of opportunity in all club activities and decision-making.
- Create an environment that is free from discrimination, harassment, bullying, victimisation, and abuse.
- Welcome participants of all ages, abilities, backgrounds, and levels of experience.
- Encourage participation from groups that may be underrepresented in sport.
- Make reasonable adjustments wherever possible to support participation by individuals with disabilities or additional needs.
- Foster a culture where everyone feels safe, valued, and able to be themselves.

Zero Tolerance

The Club has a zero-tolerance approach to discrimination, harassment, bullying, or exclusion based on any protected characteristic under the UK Equality Act 2010, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Any behaviour that undermines the dignity, safety, or inclusion of others will be taken seriously and may result in disciplinary action.

Accessibility and Participation

We are committed to identifying and reducing barriers to participation wherever possible. This includes:

- Promoting affordable and accessible opportunities to play.
- Encouraging participation from people of different backgrounds and abilities.
- Providing a welcoming introduction to newcomers.
- Supporting mixed-gender and inclusive participation opportunities where appropriate.
- Continually reviewing our practices to improve accessibility and inclusivity.

Expectations of Members

All members, guests, coaches, volunteers, and officials are expected to:

- Demonstrate respect towards others at all times.
- Use inclusive and appropriate language.
- Challenge discriminatory behaviour when it is safe and appropriate to do so.
- Support a positive and welcoming club culture.
- Comply with the Club's Code of Conduct and Safeguarding Policies.

Continuous Improvement

We recognise that diversity, equality, and inclusion require ongoing commitment. We will regularly review our policies, practices, and club culture to ensure we continue to provide a positive environment where everyone can thrive and enjoy beach tennis.

Statement of Inclusion

Beach tennis is for everyone. Regardless of who you are, where you come from, or your level of experience, you are welcome at our club. We are committed to building a community where everyone feels they belong and can enjoy the sport in a safe, respectful, and inclusive environment.

Approved by: Club Committee

Review Date: Annually

Policy Owner: Committee Chair