EQUITY, DIVERSITY AND INCLUSION POLICY

VERSION 2.0, NOVEMBER 2026

Policy owner	National Tennis Association (National Tennis)
Applies to	National Tennis and every venue, programme, project and brand it operates or delivers, including partner venues that link to this central policy
Policy approved by	The Board of National Tennis Association: Ed Nieburg and Chris Evans, Directors
Date policy approved	November 2026
Next review date	November 2027 (or earlier if there is a change in legislation, LTA requirements or a significant incident)
Based on	LTA Equity, Diversity and Inclusion Venue Policy template, version 1.1 (December 2024) (current LTA version per LTA Safeguarding Version Control, 10 November 2025). Replaces our Diversity and Inclusion Policy v1.1 (October 2025).

If you are worried about a child or adult at risk, in an emergency call **999**. Otherwise contact our Safeguarding Officers at **safeguarding@nationaltennis.org.uk**, or report directly to the LTA at https://safeguardingconcern.lta.org.uk

PURPOSE OF THIS POLICY

This policy sets out National Tennis Association's (National Tennis) commitment to a culture of everyday inclusion and to driving greater diversity and equitable outcomes in tennis and our other racket sports. It outlines some of the ways in which we will work to bring this commitment to life. It sets out what our players, members, customers, partners and colleagues can expect of us, and holds us to account, in the way we operate on a day-to-day basis.

This policy is a central National Tennis policy. It applies to National Tennis Association (National Tennis) and to every venue, programme, project and brand it operates or delivers, including partner venues. Partner venues link to this central policy rather than keeping separate versions, so one version applies across all National Tennis locations and the current version is always the one published at https://www.nationaltennis.org.uk/safeguarding.

WHO IS RESPONSIBLE FOR IMPLEMENTING THIS POLICY

While helping to build a culture of inclusion and drive greater diversity across tennis is everyone's responsibility, the Directors of National Tennis are individually and collectively responsible for ensuring that this policy is followed. Our Safeguarding Officers (Chris Evans, Lead Safeguarding Officer, Josh Gook and Tom Kenny) support the Directors, help venues put the policy into practice, and are a point of contact for any concern about discrimination or exclusion.

WHAT THIS POLICY COVERS

This policy applies to all aspects of National Tennis's work and to all people who work or volunteer for us (including self-employed coaches and contractors) as they carry out those roles, as well as anyone taking part in tennis, padel, pickleball or other activity which National Tennis is responsible for, at any of our venues.

WHAT WE MEAN BY EQUITY, DIVERSITY AND INCLUSION

Equity is about working to achieve parity of outcome for people with different characteristics or from different backgrounds. It is different from equality. Equality assumes that everyone should be treated the same regardless of needs, experiences and opportunity. Equity is about recognising that not everyone starts from the same place and that sometimes targeted interventions are needed to give people the same chance of achieving a particular outcome, such as playing tennis regularly or becoming a coach.

Diversity is the mix of characteristics, experiences and other distinctions which make people different from one another. This can include differences in race, sex, religion, sexual

orientation, age, gender identity, socio-economic background or whether someone is disabled. Understanding this mix is vital to being able to make all people feel included.

Inclusion for all is the ultimate goal. It is a culture in which everybody can feel comfortable and confident to be themselves, no matter their visible or hidden differences. Diversity without inclusion means that people from more diverse backgrounds will feel excluded, and so that diversity, and the benefits for tennis and for National Tennis which come with it, will not last.

OUR COMMITMENT TO EVERYDAY INCLUSION, GREATER DIVERSITY AND MORE EQUITABLE OUTCOMES

National Tennis is fully committed to playing its part in opening tennis up. We will do this by building a culture of everyday inclusion and operating in a way which enables, encourages and values greater diversity and equitable outcomes for all, in all aspects of our sport, with the intention that the sport and our venues reflect the diversity of the communities around them. Many of our venues are public park and community facilities, and affordable, accessible play is central to how we run them.

In order to achieve this, we will:

- Encourage equity, diversity and inclusion in every aspect of our work across our venues, recognising that it brings benefits both to tennis and to the strength of our work both on and off the court
- Create an environment for all players, members, customers and those in key roles which is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all are recognised and valued
- Ensure that each venue is run in a positively inclusive way on a day-to-day basis, considering that people from different backgrounds and with different personal contexts have different needs to enable them to take part and contribute fully
- Ensure our Directors, venue leads and Safeguarding Officers are appropriately equipped to embed a culture of inclusion by offering access to the LTA's EDI training, to foster a sense of collective responsibility and support their efforts in creating an inclusive environment
- Ensure that our recruitment processes and policies enable and encourage people from all backgrounds to become part of National Tennis and its work. We will make decisions concerning roles within National Tennis based on merit, including the benefits of maintaining diversity across all individuals engaged in our work
- Take seriously complaints of non-inclusive and/or discriminatory behaviour of all kinds in relation to any aspect of our work, on and off the court. We will deal with all such complaints in line with our Complaints Policy and, where appropriate, in conjunction with the LTA Disciplinary and EDI teams centrally

- Publish accurate information about the location and accessibility of our venues, and make reasonable adjustments so that disabled people can take part
- Record baseline diversity data of our players, members and key roles to better understand how each venue's diversity aligns with that of its local community

AGREEMENT TO FOLLOW THIS POLICY

This equity, diversity and inclusion policy is fully supported by the Directors of National Tennis and applies at every National Tennis venue. Everyone in scope is expected to follow it, together with the National Tennis Codes of Conduct (Appendix F of our Safeguarding Policy) and the LTA Code of Conduct.

REPORTING AND BREACHES

If you are concerned about the behaviour or conduct of someone at a National Tennis venue or event, someone representing National Tennis, or any other breach of this policy, please raise it under our Complaints Policy, published at https://www.nationaltennis.org.uk/about/policies. Discrimination complaints are handled under that policy and, where appropriate, with the LTA Disciplinary and EDI teams. You can also contact our Safeguarding Officers (Chris Evans, Lead Safeguarding Officer, Josh Gook and Tom Kenny) at safeguarding@nationaltennis.org.uk.

If the concern involves a child or adult at risk, or discriminatory abuse, it is also a safeguarding matter and must be reported under our Safeguarding Policy. In an emergency call 999. Hate crime can also be reported to the police or through True Vision at https://www.report-it.org.uk

Breaches of this policy may lead to action under our disciplinary procedures, the termination of an engagement or membership, and/or referral to the LTA under the LTA Disciplinary Code.

APPENDIX 1: THE LAW AND TYPES OF UNLAWFUL DISCRIMINATION

The Equality Act 2010 is the main, overarching anti-discrimination law which National Tennis is required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

It is unlawful for National Tennis as an employer, potential employer, operator of tennis venues and in relation to any of its functions to discriminate against persons directly or indirectly in membership, recruitment or employment because of age, disability, sex, gender reassignment, marriage, civil partnership, pregnancy, maternity, race (which includes colour, nationality and ethnic or national origins), sexual orientation or religion or belief.

Direct discrimination involves intentionally treating someone less favourably than others because of a characteristic listed above, without a lawful exception.

For example, excluding a player from a tournament because of their ethnic background, or denying a job opportunity to a woman because she is pregnant.

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision. The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision.

For example, a rule that all players wishing to compete in league matches must attend early morning practices could disproportionately disadvantage older players or those with family commitments, as they may find it more challenging to attend at that time.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability or impairment, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability or impairment.

For example, a wheelchair tennis player is told that the courts used for a competition do not have accessible entryways, despite the player requesting reasonable adjustments such as temporary ramps or an alternative court.

Harassment is unwanted conduct related to one of the characteristics outlined above (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity, or creating an intimidating, hostile, degrading, humiliating or offensive environment.

For example, during sessions and matches, a group of male players frequently make sexist comments, questioning a woman's abilities because of her sex.

Associative discrimination is where an individual is discriminated against, harassed or potentially victimised because of their association with another individual who has a characteristic outlined above (other than marriage, civil partnership, pregnancy or maternity; however, pregnancy or maternity may fall within a sex discrimination claim because of association with a pregnant woman or a woman on maternity leave).

For example, a coach has caring responsibilities for a disabled family member and is overlooked for a senior role on the assumption that 'outside distractions' might interfere with their work.

Perceptive discrimination is where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity).

For example, a young player is excluded by others because they are perceived to be gay, even though they do not identify as such.

Victimisation happens when an individual is mistreated, such as being denied participation in training or competition selection, because they made or supported a complaint or legal action under the Equality Act 2010. However, a person is not protected from victimisation if they acted with malice or supported a false complaint.

For example, a player who supported a teammate's complaint of racist abuse is then left out of team selection.

APPENDIX 2: RELATED POLICIES AND DOCUMENTS

Please also see the following documents for further context and information:

- National Tennis Complaints Policy: https://www.nationaltennis.org.uk/about/policies
- National Tennis Safeguarding Policy and Procedures, including the National Tennis Codes of Conduct: https://www.nationaltennis.org.uk/safeguarding
- National Tennis Anti-Bullying Policy and Safe Recruitment Policy
- National Tennis Coaching Terms and Conditions and Court Booking Terms: https://www.nationaltennis.org.uk/about/policies
- LTA Inclusion Strategy: https://www.lta.org.uk/about-us/governance-and-structure/policies/equality-and-diversity/
- LTA Code of Conduct and LTA Disciplinary Code: https://www.lta.org.uk/about-us/what-we-do/governance-and-structure/rules-regulations/
- LTA Transgender Inclusion Policy

REVIEW

This policy was approved in November 2026 and will next be reviewed in November 2027, or earlier if there is a change in legislation or LTA requirements.

Document control

Version	Date	Summary of changes
1.1	October 2025	Diversity and Inclusion Policy, based on an earlier LTA, Tennis Scotland, Tennis Wales and Tennis Foundation model policy. Welfare Officer: Ed Nieburg.
2.0	November 2026	Rewritten on the current LTA Equity, Diversity and Inclusion Venue Policy template (v1.1, December 2024). Renamed Equity, Diversity and Inclusion Policy. Ed Nieburg removed as Welfare Officer; responsibility set with the Directors, supported by Safeguarding Officers Chris Evans (Lead), Josh Gook and Tom Kenny. Concern reporting now through the new National Tennis Complaints Policy and, where relevant, the Safeguarding Policy. Codes of Conduct moved to the Safeguarding Policy (Appendix F). Victimisation example corrected.

Approval

Approved by the NTA directors, November 2026. Next review: November 2027. (Version 2.0, November 2026)