

## WTTC EQUALITY AND DIVERSITY POLICY

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WTTC is committed to encouraging equality and diversity and eliminating unlawful discrimination for all those who belong to, or are associated with the club in any capacity, including but not exclusive to members of staff, volunteers, players, parents and care givers.

Sport belongs to and should be enjoyed by everyone equally. Our commitment is to provide equality, fairness and respect for everyone in our community and not to unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

WTTC further commits to creating an environment free of unlawful discrimination, bullying, harassment and victimisation, promoting dignity and respect for all, where individual differences and the contributions of all our community are recognised and valued.

Opportunities for training, development and progress will be available to all staff, volunteers and members where relevant, so that talents and potential can be fully utilised to the benefit of the club. Decisions concerning staff will be made on merit (apart from any necessary and limited exemptions allowed under the Equality Act).

We seek to monitor the make-up of the membership, staff trustees and volunteers regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity and in meeting the aims and commitments set out in the equality policy as well as the values of WTTC. Monitoring will also include assessing how the equality policy and any supporting actions are working in practice, reviewing them annually, and considering and taking action to address any issues.

Everyone involved directly with the club should understand that they can also be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against others and complaints will be taken seriously.

Anyone who feels that they have encountered discrimination within WTTC must report their concerns immediately to a member of the senior team who will pass it to the Director. A decision will be made by the Director about further investigation and appropriate action, in consultation with the Board of Directors if necessary. Appropriate action will be taken and particularly serious complaints could amount to gross misconduct which could lead to dismissal without notice for staff or immediate exclusion from the club for others.

Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations for example. In addition, harassment under the Protection from Harassment Act 1997 - which is not limited to circumstances where harassment relates to a protected characteristic - is a criminal offence. Equality and diversity are fundamental to WTTC's inclusive and empowering ethos and it seeks to be a powerful role model in sport and in our community.