

## **Cramlington Table Tennis Club Equity Policy Statement**

Cramlington Table Tennis Club is about making table tennis accessible to as many people as possible. Our object is the promotion of community participation in a healthy activity by the provision of facilities for playing table tennis.

We actively encourage our members at all levels of ability to improve their playing skills, from ping pong to table tennis, and where appropriate, to acquire coaching skills.

CTTC recognises that in an increasingly diverse society it is necessary to commit to implementing a programme of awareness which will ensure that table tennis remains open and welcoming to all who wish to play, spectate, coach, officiate or work in the sport.

The club supports the equity policy of the English Table Tennis Association and working locally and within its area of benefit they are striving to promote participation within key groups such as the young, people with disabilities, women and black and ethnic minorities and to ensure there is no discrimination, direct or indirect, at all levels of participation.

New members and guests are always welcome.

Everyone involved in the Club will have access to our Equity Policy and is obliged to ensure that they support the principles within it.

## **ENGLISH TABLE TENNIS ASSOCIATION EQUITY POLICY**

Table Tennis as one of the world's great sports is played and enjoyed by millions of people in every continent, irrespective of faith, gender, ability, ethnicity, social status or sexual orientation. The ETTA recognises that in an increasingly diverse society it is necessary to commit to implementing a programme of awareness which will ensure that table tennis remains open and welcoming to all who wish to play, spectate, coach, officiate or work in the sport.

The ETTA will actively promote participation within key groups, namely; women and girls, people with disabilities, members of ethnic minority communities and people from socially excluded communities in accordance with Sport England's equity objectives. The ETTA further acknowledges that different ethnic minority communities exist, and that people from these communities will have different opportunities to take part in sport. In view of this, the association will commit to ensuring its work will target those people and communities that are most socially excluded

The ETTA'S Equity Action Plan whilst reflecting the above, will: identify objectives specific to each of the key groups in addition to general equity targets, form an integral part of the Staff Handbook and Child Protection Policy, and will incorporate the following:

- commitment, policy and planning
- participation and public image
- administration and management
- positive action measures
- monitoring and evaluation

The challenge facing the ETTA; its clubs, leagues, county, regional and national structures is to move the sport forward by reflecting and celebrating the rich diversities of our communities and embracing the following principles:

- discrimination whether direct or indirect will not be tolerated,
- every member to be responsible for creating a welcoming comfortable environment for anyone wishing to participate in table tennis,
- that all individuals have the right to participate in and enjoy table tennis
- equity is not just about treating everybody the same, sometimes action needs to be taken to target any under represented groups.
- all recruitment and selection procedures, whilst meeting all the necessary legal requirements, will be fair and transparent for both paid staff and volunteers
- ongoing training regarding equity will be provided for staff and volunteers
- any known or perceived inequalities will receive immediate urgent attention.
- any incidents of harassment or bullying will be regarded as gross misconduct

The ETTA recognises and commits to uphold its legal obligations under the following legislation:

- The Equal Pay Act 1970
- The Rehabilitation of Offenders Act 1974
- The Sex Discrimination Act 1975
- The Race Relations Act 1976
- The Disability Discrimination Act 1995
- The Children Act 1998
- The Human Rights Act 1998
- The Race Relations (Amendment) Act 2000

### **Definitions:**

- direct discrimination occurs where someone is treated less favourably than another person would have been in the same circumstances,
- indirect discrimination occurs when a requirement or condition is applied, which, whether intentional or not, adversely affects a section of the population characterised by ethnicity, faith, gender, sexuality, age or social background,

This policy will be reviewed annually by the ETTA Equity Committee and the National Equity Officer, and adopted formally by the association's Management Committee and National Council.

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