

The AceWay Tennis Academy

Diversity and Inclusion Policy

Introduction

Aceway Tennis Academy is committed to fostering a welcoming and inclusive environment for all players, coaches, staff, and visitors. We believe that diversity enhances the Academy's community, and we are dedicated to ensuring that every individual feels respected, valued, and supported, regardless of their background, identity, or abilities. Our Diversity and Inclusion Policy aims to reflect our commitment to creating a fair, supportive, and equitable environment in which all members can thrive.

1. Commitment to Diversity and Inclusion

We are committed to promoting diversity and inclusion across all aspects of the Academy, including training sessions, events, coaching, and day-to-day operations. We recognise the value of diversity in building a stronger, more vibrant community where everyone feels they belong and are empowered to succeed.

2. Core Values

- **Respect:** We uphold the principle that all individuals deserve respect. Every player, coach, staff member, and visitor should be treated with dignity and fairness.
- **Equality:** We are committed to ensuring that all individuals, regardless of their race, ethnicity, gender, gender identity, sexual orientation, age, disability, religion, socio-economic background, or any other characteristic, have equal opportunities to participate in all Academy activities.
- **Support:** We strive to create an environment where everyone feels supported and encouraged to reach their full potential, both on and off the court.
- **Inclusion:** We aim to ensure that all members of the Academy feel included, and that their voices are heard. We encourage active participation from all, fostering a sense of belonging for everyone involved.

3. Non-Discrimination and Equal Opportunity

Aceway Tennis Academy is an equal opportunities organisation, and we are committed to preventing discrimination and harassment based on the following protected characteristics:

- Race or ethnicity
- Gender or gender identity
- Sexual orientation
- Disability
- Religion or belief
- Age
- Socio-economic status
- Any other characteristic that may be protected under applicable laws.

We will ensure that all policies, practices, and actions of the Academy reflect our commitment to equal treatment and fairness. This includes recruitment, selection, and retention of players and staff, as well as the accessibility of facilities and resources.

4. Inclusivity in Coaching and Training

- **Individualised Support:** We understand that each player has different needs and abilities. Coaches are trained to provide personalised support to help each player develop their skills and confidence in a positive and supportive environment.
- **Adapted Programmes:** Where necessary, we offer adapted coaching programmes to ensure that players with disabilities or other specific needs can participate fully in all Academy activities.
- **Encouraging Diversity in Leadership:** We actively encourage diversity within our coaching and staff teams, recognising that diverse leadership contributes to a broader perspective and better role models for our players.

5. Anti-Harassment and Anti-Bullying

Aceway Tennis Academy has a zero-tolerance policy for harassment, bullying, or any form of discriminatory behaviour. This includes but is not limited to:

- Verbal abuse or offensive language
- Physical intimidation or assault
- Online harassment or cyberbullying
- Unwelcome behaviour based on race, ethnicity, gender, or other personal characteristics

We encourage all members of the Academy to report any incidents of harassment or bullying to Academy staff or management. All complaints will be taken seriously and dealt with promptly and confidentially.

6. Promoting Accessibility and Opportunities for All

- **Financial Assistance:** We recognise that the cost of tennis training may be a barrier for some individuals. We offer scholarships or financial assistance to ensure that talented players, regardless of their financial background, have the opportunity to join the Academy and progress.
- **Access to Facilities:** We ensure that our facilities are accessible to all, including players with physical disabilities, and are committed to continually improving accessibility where possible.
- **Encouraging Diverse Participation:** We actively work to promote tennis as a sport that is accessible to individuals from all communities, and we encourage players from diverse backgrounds to join the Academy.

7. Education and Awareness

Aceway Tennis Academy is dedicated to fostering an understanding of diversity and inclusion among all players, coaches, and staff. This includes:

- **Training:** Regular diversity and inclusion training for staff and coaches to ensure they understand the importance of an inclusive culture and are equipped to support players from diverse backgrounds.
- **Education for Players:** We encourage players to learn about and appreciate the diverse backgrounds and cultures of their teammates, helping them to develop empathy, respect, and cultural awareness.

8. Monitoring and Evaluation

We will regularly review our diversity and inclusion practices to ensure that they remain relevant and effective. This includes:

- Regular surveys to assess the experiences of our players and staff, ensuring that they feel supported and included.
- Gathering feedback from players, parents, and staff to continuously improve our policies and practices.

9. Reporting and Accountability

- **Open Communication:** We encourage an open-door policy where all members of the Academy can voice concerns, suggestions, or complaints related to diversity and inclusion.
- **Reporting Mechanisms:** Any concerns about discrimination, harassment, or any breach of this policy should be reported immediately to a coach, Academy manager, or any designated individual. Complaints will be investigated thoroughly and dealt with appropriately.
- **Confidentiality:** We are committed to maintaining confidentiality throughout the reporting and investigation process, ensuring that all involved parties are treated with respect.

10. Commitment to Continuous Improvement

Aceway Tennis Academy recognises that diversity and inclusion are ongoing efforts. We will continually strive to improve our practices, policies, and culture to ensure that we are always creating an environment where everyone feels included, supported, and valued.

Acknowledgement

By participating in activities at Aceway Tennis Academy, all members, players, coaches, staff, and visitors acknowledge and agree to adhere to this Diversity and Inclusion Policy.

Thank you for your commitment to fostering an inclusive and respectful community at Aceway Tennis Academy.