



3.2.2 Equality & Diversity Statement

1. This Club seeks to recruit and retain its members from all sectors of the community and does not discriminate on the grounds of ethnic origin, colour, religion, sex, disability, age or sexual orientation.
2. This document is a statement of the Clarkston Tennis Clubs broad principles for achieving equality of treatment and opportunity in its practices. It will be supplemented by specific action plans as priorities are either determined or deemed necessary.
3. The Club recognises that discrimination can be unlawful and is also unacceptable. In addition to its legal responsibilities, the Club acknowledges the need for equal opportunities programmes to enable the effective development and maximum utilisation of its potential as a sports and social organisation.
4. Additionally the Club recognises the importance of ensuring that the membership reflects the make-up of society to ensure that the special needs and individual differences within the local community can be adequately catered for.
5. It is intended that the philosophy behind this statement be extended to cover discrimination in membership occurring on other unjustifiable grounds. In particular the Club will not discriminate on grounds of marital status as required by the Sex Discrimination Act. It also confirms its commitment not to discriminate on grounds of age.
6. The Club's General Committee will take seriously and deal effectively with complaints of discrimination. It will ensure that action is taken when standards of conduct and behaviour of individuals are not representative of this statement. Prompt action will be taken to stop discriminatory treatment as soon as it is identified.
7. This statement documents current practice and outlines the broad principles under which the Club operates. It will be subject to on-going review and development.