

Equality and Diversity Policy

Taunton Pickleball

5th October 2025

1. Policy Statement

Taunton Pickleball is committed to providing a welcoming, inclusive, and equitable environment for everyone. We believe that diversity enriches our club and that every individual, regardless of their background, deserves the opportunity to participate, coach, volunteer, and spectate without fear of discrimination, prejudice, or harassment. Our goal is to ensure that everyone feels valued, respected, and has an equal opportunity to enjoy the sport of pickleball.

2. Legal Framework

This policy adheres to the principles of the **Equality Act 2010**, which protects individuals from discrimination on the basis of nine "protected characteristics":

- **Age**
 - **Disability**
 - **Gender Reassignment**
 - **Marriage and Civil Partnership**
 - **Pregnancy and Maternity**
 - **Race** (including colour, nationality, ethnic or national origin)
 - **Religion or Belief**
 - **Sex**
 - **Sexual Orientation**
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3. Our Commitment

Taunton Pickleball UK is committed to:

- **Zero Tolerance:** Having a zero-tolerance approach to any form of discrimination, bullying, harassment, or victimisation.
- **Inclusivity:** Actively promoting and encouraging participation from all sections of the community.
- **Fairness:** Ensuring that all members, coaches, volunteers, and participants are treated fairly and with respect.
- **Accessible Facilities:** Striving to make our facilities and activities accessible to people with disabilities.

- **Training:** Providing when required training and resources to our coaches, and volunteers on equality, diversity, and inclusion.
 - **Addressing Concerns:** Ensuring that all complaints of discrimination are taken seriously, investigated thoroughly, and dealt with promptly and confidentially.
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4. Roles and Responsibilities

All members, coaches, and volunteers have a responsibility to:

- Treat others with dignity and respect.
- Challenge any form of discriminatory behaviour.
- Adhere to the club's Code of Conduct.
- Report any concerns or incidents of discrimination to the committee.

Taunton Pickleball will ensure,

- Championing equality and diversity throughout the club.
 - Ensuring this policy is implemented, monitored, and regularly reviewed.
 - Providing clear and accessible channels for reporting concerns.
 - Taking appropriate and effective action in response to any incidents of discrimination.
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5. Breaches of Policy

Any individual found to be in breach of this policy may face disciplinary action, up to and including the termination of their membership or role within the club. All complaints will be handled with discretion and confidentiality, following a fair and impartial process.

6. Monitoring and Review

This policy will be reviewed on an annual basis by the Taunton Pickleball, to ensure its effectiveness and relevance. The club will seek feedback from members to identify areas for improvement and to measure our progress in creating a truly inclusive environment.