

WARWICK BOAT CLUB

EQUITY, DIVERSITY AND INCLUSION (EDI) POLICY

Purpose of this policy

This policy sets out Warwick Boat Club commitment to a culture of everyday inclusion and driving greater diversity and equitable outcomes in tennis. It outlines some of the ways in which we will work to bring this commitment to life. It sets out what our membership can expect of us, and holds us to account against, in the way we operate on a day-to-day basis.

Who is responsible for the implementation of this policy?

While helping to build a culture of inclusion and drive greater diversity across tennis is everyone's responsibility, the committee of Warwick Boat Club are individually and collectively responsible for ensuring that this policy is followed.

What does this policy cover?

This policy applies to all aspects of Warwick Boat Club work and to all people who work or volunteer for it as they conduct those roles, as well as anyone taking part in sport related activity which Warwick Boat Club is responsible for.

What is meant by equity, diversity and inclusion?

Equity is about working to achieve parity of outcome for people with different characteristics or from different backgrounds. It is different from equality. Equality assumes that everyone should be treated the same regardless of needs, experiences and opportunity. Equity is about recognising that not everyone starts from the same place and that sometimes targeted interventions are needed to give people the same chance of achieving a particular outcome, such as playing tennis regularly or becoming a coach.

Diversity is the mix of characteristics, experiences and other distinctions which make people different from one another. This can include differences in race, sex, religion, sexual identity, age, gender identity, socio-economic background or whether someone is disabled. Understanding this mix is vital to being able to make all people feel included.

Inclusion for all is the ultimate goal; it is a culture in which everybody can feel comfortable and confident to be themselves, no matter their visible or hidden differences. Diversity without inclusion means that people from more diverse backgrounds will feel excluded and so that diversity, and the benefits for tennis or an organisation which come with it, will not last.

Commitment to everyday inclusion, greater diversity and more equitable outcomes

Warwick Boat Club is fully committed to playing its part in opening sports up. We will do this by building a culture of everyday inclusion and operating in a way which enables, encourages and values greater diversity and equitable outcomes for all, in all aspects of our sport, with the intention that the sport and our Venue reflect the diversity of the communities around us.