

Battle Table Tennis Club

Battle Table Tennis believes in equality for all. As a registered E.T.T.A club it has decided to adopt the ETТА's Equity Policy shown below.

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 ETТА 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 ETТА 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 ETТА 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 ETТА'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 ETТА; 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 ETТА 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 ETТА Equity Committee and the National Equity Officer, and adopted formally by the association's Management Committee and National Council.

