



EQUITY, DIVERSITY & INCLUSION

Opening Padel to Everyone

Document Details

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Approved By	Operations Manager, Padelstars
Responsibility	Committee (collective)
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PURPOSE OF THIS POLICY

This policy sets out Padelstars' commitment to a culture of everyday inclusion and driving greater diversity and equitable outcomes in padel. It outlines how we will work to bring this commitment to life and what our membership can expect of us in how we operate day-to-day.

This policy applies to all aspects of Padelstars' work and to all people who work or volunteer for us, as well as anyone taking part in padel-related activity which Padelstars is responsible for.

KEY DEFINITIONS

Equity

Equity is about working to achieve parity of outcome for people with different characteristics or backgrounds. It is different from equality. Equality assumes everyone should be treated the same regardless of needs, experiences and opportunity. Equity recognises that not everyone starts from the same place and that sometimes targeted interventions are needed.

Diversity

Diversity is the mix of characteristics, experiences and distinctions that make people different — including race, sex, religion, sexual identity, age, gender identity, socio-economic background, and disability. Understanding this mix is vital to making all people feel included.

Inclusion

Inclusion for all is the ultimate goal — 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.

OUR COMMITMENTS

Padelstars is fully committed to opening padel to everyone. In order to achieve this, we will:

- Encourage equity, diversity and inclusion in every aspect of our work as a venue.
- Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all.
- Ensure the venue is run in a positively inclusive way on a day-to-day basis.
- Equip our venue committee with access to the LTA's EDI training.
- Ensure our recruitment processes encourage people from all backgrounds to become part of the venue.
- Take seriously all complaints of non-inclusive or discriminatory behaviour and deal with them in line with our Complaints Policy.
- Record baseline diversity data of our members and key roles to better understand how the venue's diversity aligns with that of the local community.

THE LAW & TYPES OF DISCRIMINATION

It is unlawful for Padelstars to discriminate against persons directly or indirectly in membership, recruitment or employment because of age, disability, sex, gender reassignment, marriage, civil partnership, pregnancy, maternity, race, sexual orientation or religion or belief.

Direct Discrimination

Intentionally treating someone less favourably than others because of a protected characteristic. Example: excluding a member from a tournament because of their ethnic background.

Indirect Discrimination

Where less favourable treatment is not the main effect or objective of an action or decision. Example: implementing a rule that all members must attend early morning practices could disproportionately disadvantage older members or those with family commitments.

Disability Discrimination

Direct or indirect discrimination, or any unjustified less favourable treatment because of the effects of a disability, and failure to make reasonable adjustments.

Harassment

Unwanted conduct that violates dignity or creates an intimidating, hostile, degrading or offensive environment.

Victimisation

Mistreating someone because they made or supported a complaint under the Equality Act 2010.

REPORTING & BREACHES

If you are concerned about the behaviour or conduct of someone at a Padelstars event, someone representing the venue, or any other breach of this policy, please refer to the Complaints Policy.