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EQUALITY POLICY

Table Tennis as one of the world's great sports is played and enjoyed by millions of people in every continent, irrespective of age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief. The ETTA 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 ETTA will actively promote participation within key target groups, namely; women and girls, people with disabilities, members of ethnic minority communities and people from socially excluded communities in accordance with the Equality Standard for Sport objectives. The ETTA 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 ETTA's Equality 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 ETTA; 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
- equality 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 equality will be provided for staff and volunteers
- any known or perceived inequalities or incidents of harassment, bullying or victimisation will be regarded as serious misconduct and will be liable to the appropriate disciplinary action

The ETTA 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, 1986 and 1999
- The Race Relations Act 1976 and the Race Relations (Amendment) Act 2000
- The Disability Discrimination Act 1995
- Employment Equality (Sexual Orientation) Regulations 2003
- Employment Equality (Religion and Belief) Regulations 2003
- The Children Act 1998
- The Human Rights Act 1989

Definitions:

- *direct discrimination* means treating someone less favourably than you would treat others in the same circumstances,
- *indirect discrimination* occurs when a requirement or condition is applied equally to all, which has a disproportionate and detrimental affect on one sector of society, because fewer from that sector can comply with it and the requirement cannot be justified,
- when decisions are made about an individual, the only personal characteristics taken into account will be those which, as well as being consistent with relevant legislation, are necessary to the proper performance of the work involved

This policy will be reviewed annually by the ETTA Equity Committee and the National Equity Officer, and adopted formally by the association's Management Committee and National Council.