



LINLITHGOW SPORTS CLUB – EDI POLICY

Agreed by BOM: 21.5.26

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EQUITY, DIVERSITY AND INCLUSION (EDI) POLICY

PURPOSE AND SCOPE

This policy sets out Linlithgow Sports Club's commitment to a culture of everyday inclusion and driving greater diversity and equitable outcomes in sport. 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 hold us to account against, in the way we operate on a day-to-day basis.

This policy applies to all aspects of Linlithgow Sport Club's work and to all people who work or volunteer for it as they conduct those roles, as well as anyone taking part in activity which Linlithgow Sports Club is responsible for.

RESPONSIBILITY

While helping to build a culture of inclusion and drive greater diversity across sport is everyone's responsibility, the Board of Management of Linlithgow Sports Club (LSC) are individually and collectively responsible for ensuring that this policy is followed.

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 sport 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 sport or an organisation which comes with it, will not last.

COMMITMENT TO EVERYDAY INCLUSION, GREATER DIVERSITY AND MORE EQUITABLE OUTCOMES

Linlithgow Sports Club is fully committed to playing its part in opening up sport. 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.

In order to achieve this, we will:

Based on the LTA Template – January 2026

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CASC no. 00290

- Encourage equity, diversity and inclusion in every aspect of our work as a Venue, recognising that it brings benefits both to the sport and to the strength of our work both on and off the court/green.
- Create an environment for all members and those in key roles which is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where individual differences and the contributions of all are recognised and valued.
- Ensure that the Venue is run in a positively inclusive way on a day-to-day basis, considering that people from different backgrounds and with different personal contexts have different needs to enable them to contribute fully to the organisation.
- Ensure our venue Board of Management and Section committees are appropriately equipped to embed a culture of inclusion by offering access to EDI training to foster a sense of collective responsibility and support their efforts in creating an inclusive environment.
- Ensure that our recruitment processes and policies enable and encourage people from all backgrounds to become part of the Venue and/or its work. We will make decisions concerning roles within the Venue based on merit, including the benefits of maintaining diversity across all individuals engaged in the Venue's work.
- Take seriously complaints of non-inclusive and/or discriminatory behaviour of all kinds in relation to any aspect of the Venue's work, on and off the court/green. We will deal with all such complaints in line with our venue complaints policy, detailed in Appendix 1.
- 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.

AGREEMENT TO FOLLOW THIS POLICY

The equity, diversity and inclusion policy is fully supported by the Venue Board of Management and Section committees.

REPORTING AND BREACHES

Should you be concerned about the behaviour or conduct of someone at a Venue event, someone representing the Venue, or any other breach of this policy, please refer to the complaints policy.

RELATED POLICIES AND DOCUMENTS

This policy should be read alongside our venue policies and procedures, including:

- Code of Conduct
- Anti-Bullying
- Safeguarding and Whistleblowing
- Use of Changing Rooms
- Online Safety and Communication
- Photography and Filming
- Safe Recruitment

APPENDIX 1: LINLITHGOW SPORTS CLUB (LSC) COMPLAINTS PROCEDURE

In the event that any LSC employee/ member feels that he/she has suffered discrimination or harassment in any way they should follow the procedures below.

1. The Complainant should report the matter in writing to the LSC Secretary, or another LSC Board of Management (BOM) member

The report should include:

- (a) details of what occurred;
- (b) details of when and where the occurrence took place
- (c) any witness details and copies of any witness statements;
- (d) names of any others who have been treated in a similar way (provided that those people consent to their names being disclosed).
- (e) details of any former complaints made about the incident, including the date and to whom such complaint was made; and an indication as to the desired outcome.

2. If the person accused of discriminatory behaviour is a member, a designated member of the LSC BOM, or another member of the LSC BOM

- will request that both parties to the complaint submit written evidence regarding the incident(s), the complainant will have already supplied such information, see point 1 Club Complaints Procedure.
- may decide (at their sole discretion) to uphold or dismiss the complaint without holding a hearing;
- may (at their sole discretion) hold a hearing at which both parties will attend, separately, and present their case. Witnesses for the Complainant and Alleged Offender will be allowed to attend all disciplinary hearings, this may involve parents, if children are involved
- will have the power to impose any one of the following sanctions on any member found to be in breach of the LSC Equity, Diversity and Inclusion Policy
 - (a) warn as to future conduct;
 - (b) suspend from membership;
 - (c) remove from membership
- will provide both parties with written reasons for its decision to uphold or dismiss the complaint within one week of such a decision being made;

3. Either party may appeal the decision, in writing, to the President of the LSC BOM within one week of the LSC's decision being notified to that party.

4. Should the person accused of discriminatory behaviour be an employee of the LSC, the LSC will regard the incident as a disciplinary issue and will follow the disciplinary procedure set out for employees

5. Should the nature of the complaint be with a member of LSC BOM, the complainant has the right to report the discrimination or harassment directly to their Club registered body

APPENDIX 2: THE LAW AND TYPES OF UNLAWFUL DISCRIMINATION

The Equality Act 2010 is the main, overarching anti-discrimination law which [insert Venue name] is required to follow to help ensure that equality of opportunity is promoted across various groups and that diversity is at the heart of all that we do.

It is unlawful for Linlithgow Sports Club as an employer, potential employer, sports venue and in relation to any of its functions 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 (which includes colour, nationality and ethnic or national origins), sexual orientation or religion or belief.

Direct discrimination involves intentionally treating someone less favourably than others because of a characteristic listed above, without a lawful exception.

For example, excluding a member from a tournament because of their ethnic background, or denying a job opportunity to a woman because she is pregnant.

Indirect discrimination occurs where less favourable treatment is not the main effect or objective of an action or decision. The nature of indirect discrimination is that the discriminatory effect can be an unexpected or unforeseen effect of a good faith decision.

For example, implementing a rule that all members wishing to compete in national league matches must attend early morning practices could disproportionately disadvantage older members or those with family commitments, as they may find it more challenging to attend at that time.

Disability discrimination is direct or indirect discrimination, any unjustified less favourable treatment because of the effects of a disability or impairment, and failure to make reasonable adjustments to alleviate disadvantages caused by a disability or impairment.

For example, a wheelchair player who regularly participates in local tournaments is informed that the court/green used for a competition does not have accessible entryways despite the player requesting reasonable adjustments, such as temporary ramps or an alternative venue.

Harassment is where there is unwanted conduct, related to one of the characteristics outlined above (other than marriage, civil partnership, pregnancy or maternity) that has the purpose or effect of violating a person's dignity; or creating an intimidating, hostile, degrading, humiliating or offensive environment.

For example, during practices and matches, a group of male members frequently make sexist comments, questioning a woman's abilities due to her gender.

Associative discrimination is where an individual is discriminated against, harassed, or potentially victimised because of their association with another individual who has a characteristic outlined above (other than marriage, civil partnership, pregnancy or maternity, however, pregnancy or maternity may fall within a sex discrimination claim because of association with a pregnant woman or a woman on maternity leave).

For example, a coach has caring responsibilities at home and the organisation assumes that they will not be able to perform other duties, they are then overlooked for promotions, with the justification that "outside distractions" might interfere with their work.

Perceptive discrimination is where an individual is discriminated against or harassed based on a perception that they have a characteristic outlined above when they do not, in fact, have that characteristic (other than marriage, civil partnership, pregnancy or maternity).

For example, a young player at a local club is perceived by some members to be gay, even though they do not identify as such.

Victimisation happens when an individual is mistreated, such as being denied participation in training or competition selection, because a person filed or backed a complaint or legal action

under the Equality Act 2010. However, a person is not protected from victimisation if they acted with malice or supported a false complaint.
For example, a player at a club observes that players who are less experienced or in lower teams are consistently given less favourable court/green times.