



Wokingham Table Tennis Club Equality Policy v0.2

1 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. Wokingham Table Tennis Club (WTTTC) recognises that in an increasingly diverse society it is necessary to support the principles of equal opportunities which will ensure that all of its participants in matches and training are treated not only fairly but also on an equal basis.

2 WTTTC acknowledges that different ethnic minority communities exist, and that people from these communities will have different opportunities to take part in table tennis. In view of this, WTTTC will be inclusive to ethnic minority communities and ensure that all communications will take account of the following:

- The language or format used will not be offensive to any of the participants
- Will avoid the use of stereotype or biased attitudes
- The meaning is clear to all participants
- Is readily understandable to all

4 To maintain equality WTTTC will adopt 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
- that all individuals have the right to participate in and enjoy table tennis
- all committee and team selection will be on merit without regard for age, gender, disability, race, ethnic origin, nationality, colour, parental or marital status, pregnancy, religious belief, class or social background, sexual preference or political belief
- 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