

ST ALBANS AND HARPENDEN PICKLEBALLERS

Equality, Diversity and Inclusion Policy

Version	2.0
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Policy owner	Club Committee
Approved by	[INSERT APPROVING BODY OR COMMITTEE DATE]
Next review due	18/06/2027
Revisions made	Rewritten to reflect current safeguarding, data protection, equality, health and safety and sports club governance guidance.

1. Purpose

SHARP Pickleball is committed to providing a fair, respectful and inclusive environment where pickleball is open and welcoming to people from across the community. This policy sets out how the club promotes equality, prevents discrimination and responds to concerns.

2. Legal framework

The Equality Act 2010 protects people from discrimination, harassment and victimisation. The protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

3. Scope

This policy applies to members, guests, visitors, volunteers, coaches, session leads, committee members, applicants for membership, parents and carers, and anyone acting for or representing the club. It applies at sessions, events, meetings, online groups, social media and club communications.

4. Our commitments

- Treat people fairly and with respect.
- Provide access and opportunities for members of the community to take part in club activities where capacity, safety and venue limits allow.
- Avoid unlawful discrimination, harassment and victimisation.
- Make reasonable adjustments for disabled people where it is reasonable and practical to do so.
- Challenge bullying, abuse, discriminatory language and exclusionary behaviour.
- Use fair and transparent processes for membership, waiting lists, guest access, teams, events and volunteering opportunities.
- Take complaints seriously and respond in a fair and proportionate way.

5. Discrimination, harassment and victimisation

The club will not tolerate discrimination, harassment, bullying, abuse or victimisation. This includes physical, verbal, written or online behaviour, jokes, comments, exclusion, unwanted conduct, threats or unfair treatment linked to a protected characteristic or perceived protected characteristic.

6. Reasonable adjustments and accessibility

The club will consider reasonable adjustments for disabled players, volunteers and visitors. Adjustments might include communication changes, support with booking processes, session information in a clearer format, reasonable flexibility around participation, or discussion with the venue about access arrangements. The club will consider each request individually, taking account of safety, resources, venue rules and the needs of other participants.

7. Membership, waiting lists and session access

Where the club operates membership limits, waiting lists, guest restrictions or session capacity rules, these must be applied fairly and consistently. Decisions should be based on legitimate club reasons such as venue capacity, court safety, session balance, volunteer availability, membership status, payment status or published eligibility criteria, not on personal characteristics unrelated to participation.

8. Responsibilities

- The committee is responsible for supporting this policy and reviewing it regularly.
- Session leads and volunteers should promote respectful conduct and report concerns.
- Members and guests must follow the Code of Conduct and treat others with respect.
- Anyone who witnesses discrimination, harassment, bullying or victimisation should report it to the session lead, complaints contact, Chair or Welfare Officer as appropriate.

9. Reporting concerns

Equality concerns should be reported through the Complaints and Grievance Procedure. Safeguarding concerns involving a child, young person or adult at risk should be reported under the Safeguarding Policy. In an emergency, call 999.

10. Breaches

Breaches of this policy may result in action under the Code of Conduct or Complaints and Grievance Procedure. Serious matters may lead to suspension, termination of membership, removal from online groups, referral to Pickleball England, referral to the venue, or referral to statutory agencies where appropriate.

11. Review

This policy will be reviewed at least annually and sooner if equality law, club operations, venue arrangements or national governing body guidance changes.

Guidance considered

This policy has been drafted with reference to the Equality Act 2010, Equality and Human Rights Commission guidance, sports club governance practice and the club Code of Conduct.