

Training Programme

The LTA has developed an in-depth training programme that addresses equality, diversity and inclusion across employment and tennis specific situations. Tennis Wales employees, members, coaches and officials have the same access to all training programmes.

Promoting Equality, Championing Diversity and Including Everyone.

Equality, Diversity and Inclusion Training - To ensure British tennis is open and accessible to all communities, issues of Equality, Diversity and Inclusion need to be considered and championed by coaches, players, volunteers and tennis venues.

This training looks at how to ensure governing bodies, tennis venues and individuals are creating the right environment and how to manage and challenge difficult situations.

It covers a wide range of areas protected by law including: age, disability, ethnicity, sexual orientation, religion, sex, gender reassignment and highlights how these issues need to be considered by everyone involved with tennis. The training outcomes include:

- Being able to define equality, diversity and inclusion and relationship to tennis
- Knowing and understanding the purpose of the LTA/Tennis Wales Equality and Diversity Policy and how this can be implemented within tennis.
- Knowing and understanding the legal context for equality and diversity.
- Exploring the protected characteristics and how these are represented within tennis.
- Ability to manage complex situations that involve protected characteristics.
- Developing an understanding of the types discrimination and the protection available to individuals under the Equality Act 2010
- Learning about unconscious bias, it's unintended impact and routes to solutions
- Understanding the power and impact of language and ensuring all incidents of inappropriate language and behaviour are challenged.
- Confidence in responding to equality, diversity and inclusion issues and understanding the impact of not responding.

This training is compulsory for all colleagues and since January 2013 has been offered nationally to coaches, officials and volunteers. From January 2015 all licensed coaches will need to have completed the training in order to be licensed. Every tennis venue is provided with two free places.

This 3 hour session demonstrates the organisations commitment to equality, diversity and inclusion, the moral, business and legal reasons and aligning business priorities to equality, diversity and inclusion principles. It helps individuals link the equality, diversity and inclusion issues to their own role, environment and community. This session is a combination of presentation, videos and case studies that cover employment issues, tennis specific incidents and opportunities to grow participation by have inclusive practices.

Fairly and effectively recruiting, managing and developing difference.

The Managers Master Class – Fairly and effectively recruiting, developing and managing difference provides managers and others involved in the recruitment process with the opportunity to:

- look at how issues of equality, diversity and inclusion need to be considered when managing, developing and recruiting colleagues;
- share and learn techniques and best practice in relation to managing, developing and recruiting;

- work through practical examples and difficult scenarios in order to avoid similar situations and learn how to deal with sensitive issues; and
- update and enhance their knowledge, skills and confidence in regards to recruitment, colleague development and people management.

This 2 hour master class is a follow on from the Equality, Diversity and Inclusion training. The training explores the way an individual's difference can impact on them being treated unfairly within the employment lifecycle. It uses a variety of presentation, graphs and role plays to demonstrate the need for fair and equitable practices, the implications if this is not in place and introduces further more detailed concepts and theories of unconscious and affinity bias.

Embedding Equality, Diversity and Inclusion within other training, workshops and exams

To ensure equality, diversity and inclusion issues are embedded within the fabric of British tennis there have been a number of significant changes take place over the last 3 years. To support tournament organisers and referees the LTA has developed annual workshops in 6 regions across the Britain. These workshops have introduced difficult situations involving equality, diversity and inclusion issues and rely on the delegates to place themselves in the shoes of others in order to resolve conflict. Following on from an in-depth two and half hour session in 2011 there have been additional case studies and scenarios presented in the following years.

Further, all new referees receive this part of their referee training to ensure consistency and fairness. The exam which referees must take also has specific equality, diversity and inclusion questions that require ensure any referee's moving forward have been fully briefed on the LTA's stance and commitment to the agenda and what is an appropriate course of action.

- Tennis Wales staff and board are scheduled to attend the three hour Equality, Diversity and Inclusion Training on 20th August 2013.
- From 2014 onwards Tennis Wales will be hosting this course throughout Wales to coaches, volunteers, officials and tennis members.
- Furthermore in 2014, staff in a position of management will attend the Manager's Master Class which will also be recommended to coaches that 'head-up' a coaching team at their tennis venue and manage a team of coaches.