

## Inclusion Action Plan – 2024-26

Vision: Tennis Opened Up				
Our Mission is to transform communities through tennis; making tennis relevant, accessible welcoming and enjoyable				
1. INCLUSIVE LEADERSHIP AND GOVERNANCE				
	Action	Goal	Lead	Timescale
Culture, Governance, and Structures	1.1 Adopt and publish an Inclusion Policy including a commitment: to driving a culture of everyday inclusion; to working in an inclusive way and to ensure appropriate policies and are in place for complaints handling.	Make position on equality, diversity, and inclusion clear. Through public commitments & consistent action, demonstrate leadership in opening up tennis in Kent.	Board	Completed
	1.2 Appoint trustees to reflect the diverse communities we serve.	Drive greater diversity in decision-making.	Chairman	Completed
	1.3 Appoint one trustee as Kent Tennis Inclusion Champion to oversee the action plan.	Demonstrate allyship at Board Level.	Board	Completed
	1.4 Appoint a County Inclusion Officer – once the role has been scoped out (to be the person providing admin support)	Permanent conscience and challenge	Board	Completed
	1.5 Establish a Board sub-group to drive this action plan.	Ensure pace and consistent progress	Chairman	Completed

	1.6 Encourage the Youth Group to challenge us, and generate ideas for how we can do better at including young people – in terms of participation, becoming coaches and officials, entering competitions and volunteering, for example as welfare officers	Embed inclusion in everything we do.	Daniel Hodgson	Q2 2024
	1.7 Add 'Equality, Diversity, and Inclusion' as standing item on all Board and Committee agendas.	Embed inclusion in everything we do.	Jane Parish	Completed
	1.8 Update all reporting templates for Kent Tennis to include a section titled 'Equality Implications'.	Embed inclusion in everything we do.	Jane Parish	Completed
	1.9 Review Kent Tennis appraisal process to include individual inclusion goals for all staff.	Develop an inclusive working culture that values and respects difference.	Jane Parish	Q2-Q3 2024
	1.10 Roll out mandatory EDI training for all trustees/committee members.  Digital training will be provided by the LTA	Develop an inclusive working culture that values and respects difference.	Board	Q2 2024
	1.11 Review existing policies, processes and procedures from an EDI perspective.	Embed inclusion into our processes and procedures, where necessary.	Jane Parish	Q3 2024
<b>Tennis Programming</b>	1.12 Explore/scope the possibility of developing and introducing an Equality Impact Assessment (EIA) Framework.	Embed inclusion at the heart of everything we do.	Jason Sigba	2025
<b>Data</b>	1.13 Develop a programme of work to investigate <u>tennis specific</u> data that is,	Better understand Kent tennis community & demographics.	Cheryl Ewan	Q1 - Q2 2024

	and will become, available so we better understand what new data collection is required to enhance our EDI provision.	Ensure initiatives/projects are evidence-led/targeted. Ensure we monitor the diversity & skills of our trustees, volunteers & workforce to reflect the change we desire others to embrace.	with help from Nigel Jordan	
	1.14 Carry out assessment of <u>local population</u> & demographics within the county to understand areas of potentially greater diversity	Better understand Kent County community & demographics.	Cheryl Ewan with help from Nigel Jordan	Q1 – Q2 2024
<b>Local groups</b>	1.15 Promote tennis to under-served communities e.g. through local faith / religious groups / age-related support groups etc.	Make tennis accessible to all communities in Kent	Andy Candler	2024-25
<b>2. PEOPLE EMPOWERED TO BE INCLUSIVE</b>				
	<b>Action</b>	<b>Goal</b>	<b>Lead</b>	<b>Timescale</b>
<b>Culture &amp; Structures</b>	2.1 Deliver Equality, Diversity, and Inclusion training via meetings of the Coaches' Network & Officials' network.	Develop an inclusive culture that values and respects difference.	Luke House	2024-2025
	2.2 Introduce mandatory EDI training for all paid staff.	Engrain EDI in the organisation's culture via learning and development offer.	Jane Parish	Q2 2024
	2.3 Review the diversity of attendees at forums and county meetings and address any issues arising.	Make coffee mornings/club nights-in more inclusive and accessible.	Jane Parish	2024

	2.4 Create a set of initial actions that clubs & venues are asked to take as initial steps towards becoming more inclusive and accessible and hire and train up Inclusion Mentors	Embed county's commitment to EDI.	Andy Candler & Keith Gill	2024
	2.5 Work with Regional team to assess club landscape and identify those clubs most in need of support to improve their inclusivity	Work with identified clubs and help formulate programmes	Andy Candler	2024-2025
	2.6 Offer EDI Awareness events to all venues and clubs on a yearly basis.	Emphasise the importance of equitable decision-making, diversity, and inclusion.	Andy Candler	2024-2025
<b>3. TENNIS LOOKING AND FEELING OPENED UP</b>				
	<b>Action</b>	<b>Goal</b>	<b>Lead</b>	<b>Timescale</b>
<b>Communications and Marketing</b>	3.1 Develop an inclusive communication strategy to increase the reach and impact of our communications.	Establish a clear and consistent approach to campaigns and comms announcements that attracts a variety of audiences.	Emma Nelson	Q1-Q2 2024
	3.2 Review our website, social media and other collateral to ensure that they are inclusive and reflect the diversity of local communities. Ensure it is accessible to everyone.	To ensure website/ SM is accessible and inclusive, attracting new audiences including those with hearing and visual impairments.	Jane Parish	Q1 – Q2 2024
	3.3 Develop an 'Equality, Diversity, and Inclusion' Events Calendar.	Demonstrate a visible role committed to respecting and	Jason Sigba	Completed

		celebrating diverse communities, cultures, and faiths.		
	3.4 Increase the number of venues, clubs, and programmes partaking in LTA Big Tennis Weekends, specifically focusing on low-income areas.	Increase participation, specifically targeting under-represented groups.	Andy Candler	2024-2025
<b>Awards Dinner</b>	3.5 Make Awards Dinner more inclusive and accessible.	Attract more diversity at events.	Andy Candler	2024-Feb 2025
<b>'Pay &amp; Play' Provision</b>	3.6 Work more closely with venues, clubs, and parks to offer pay & play provision and identify the benefits enjoyed by clubs that have done so.	Enable those from lower-socio economic backgrounds to access tennis.	Andy Candler	2024
<b>Officials</b>	3.8 Encourage more people to become officials - referees, court supervisors and line umpires - ensuring we increase the diversity of those enrolling on our courses.	Enable more diverse pool of officials.	Competitions Committee	2024
<b>Volunteers</b>	3.9 Develop and pilot job shadowing/mentorship/work experience scheme for under-represented groups to pursue roles in Tennis.	Enable more diverse pool of volunteers/staff.	Jane Parish	Q1 2025
	3.10 Ensure Kent Tennis Volunteer Days are accessible and inclusive.	Enable more diverse pool of volunteers.	TBD	Q2 2024
	3.11 All new volunteers to be given induction to make them feel welcome and equipped to do their role, and which incorporates inclusion training.		Jane Parish & Nigel Jordan	2024
<b>Workforce</b>	3.11 Review recruitment practices to enable and encourage volunteers from more diverse backgrounds and deliver a	Establish workforce which is reflective of the local	Board	2024

	plan to improve the diversity of our employee and volunteer base.	community at all levels of the organisation.		
<b>Schools</b>	3.12 Encourage more State schools to enter our existing county schools' competitions.	Attract more diversity at events	Competitions Committee	2024
<b>4. TARGETED INTERVENTIONS FOR GREATER DIVERSITY</b>				
<b>Action</b>		<b>Goal</b>	<b>Lead</b>	<b>Timescale</b>
<b>Consultation and Engagement</b>	4.1 Invest in targeted outreach initiatives to engage underrepresented groups.	Work with the communities identified in 1.15 to deliver targeted interventions in tennis and so address barriers in participation (playing & volunteering).	Andy Candler	Q1 – Q2 2024
<b>Open Court Programme</b>	4.2 Encourage and support more clubs and venues to offer tennis for those with any kind of disability and become a part of our Open Court Plan.	Improve disability tennis offer in county.	Tom Defrates	The 2025 LTA requirement is already met because we have long had an Open Court Plan
	4.3 Join up local disability programmes with local charities, and with the LTA Tennis Foundation	Improve disability tennis offer in county	Tom Defrates	2024
<b>Walking Tennis</b>	4.4 Encourage and provide support to help clubs & venues to develop walking tennis programmes.	Attract older people and those with mobility issues to play tennis.	Andy Candler	Q1-Q2 2024

<b>Annual County Championships</b>	4.5 Continue to include disability tennis events in the County Championships and ensure they are prominent and valued, and cover as many disciplines as possible.	Celebrate and showcase diverse talent through inclusive tournaments and events.	Tom Defrates	Ongoing
	4.6 Develop a small grants scheme for the Annual County Championships.	Increase participation those from lower socio-economic backgrounds.	Treasurer & Jason Baker	Q1-Q2 2024
	4.7 Introduce Pride Friday Event	Increase LGBTQ+ participation.	Jason Sigba	2025
<b>Inclusive Tournaments</b>	4.8 Introduce International Women's Day tennis event.	Create safe spaces for women in tennis.	Jason Sigba	2025
<b>SERVES programme</b>	<p>4.9 Identify and engage with those venues in areas of greatest diversity or with successful programmes targeting under-represented participants to consider what support the county can provide to the LTA SERVES programme in particular and encourage members to take on county roles.</p> <p>Help SERVES venues to become more visible and encourage local groups to consider starting a programme - putting them in touch with LTA colleagues.</p>	Create sustainable participation opportunities and developmental opportunities for children from low socio-economic backgrounds.	Andy Candler	2024

<b>Ethnically Diverse Tennis Programme</b>	4.10 Develop an Ethnically Diverse Tennis Programme. <i>Idea is to run a subsidised/free event in (initially) a target area – to attract players from areas where tennis is not a traditional sport? Initially as a pilot to test the cost/benefit of such an intervention.</i>	Increase participation from ethnic minority groups, including talent spotting for our junior county teams.	Luke House	2024-26
<b>Coaches</b>	4.11 Work with the Regional Team and local Coach Development Centre to support work to increase the diversity of the coaching/activator workforce in the county, in particular through identification of potential candidates and financial support if possible.	Increase diversity of coaching workforce through greater accessibility and incentivised schemes.	Luke House	2024-26
	4.12 Continue our targeted mentoring scheme – which is based around talented young coaches as well as increasing the diversity of our coaching workforce – and further enhance the offering to increase number of females and those from lower socio-economic groups and non-traditional tennis areas to enter coaching pathways.	Increase diversity of coaching workforce through greater accessibility and incentivised schemes.	Luke House	2024-26
<b>5. HOLDING OURSELVES TO ACCOUNT</b>				
	<b>Action</b>	<b>Goal</b>	<b>Lead</b>	<b>Timescale</b>
<b>Resources</b>	5.1 Ensure this plan is implemented and progress monitored – partly by	Enable meaningful change.	Board	2024



	volunteers, and partly through paid staff time.			
	Review progress made against Inclusion Plan with LTA Inclusion Team and identify more targeted actions to drive greater diversity in county activity			
<b>Monitoring progress and measuring success.</b>	5.2 Develop reporting mechanism to measure success and progress – aiming for a full reporting dashboard in the near future.	Measure success. EDI Action Log does this.	Keith Gill	Completed
	5.3 Publish progress report in 12 months and revise action plan accordingly in line with revised Kent Plan/LTA Inclusion Strategy. Record and share key areas of inclusion with LTA.	Measure and demonstrate impact.	Board led by Keith Gill	End 2024