

## Carmarthen Table Tennis Club

### Equal Opportunities / Anti Discrimination / Anti Abuse Policy

#### Application:

This Policy is directed to, and is the responsibility for application of, all **Members** and **Visitors** of the **Carmarthen Table Tennis Club** when they take part in any event organised by, on behalf of, or are representing, the **Club**.

This Policy should be read in conjunction with other Policies of the **Carmarthen Table Tennis Club (CTTC)** and reference should be made to the definitions contained below.

#### Policy

1. **Members** of the **CTTC** are required, as part of their conditions of membership, to treat all other **Members** and **Visitors** in a way that encourages **equality of opportunity** regardless of their race, creed, colour, sexuality, religion, gender or disability.
2. All **Members** of the **Club** will ensure they act in a non discriminatory and non abusive manner to:
  - a. all other **members** of, and **visitors** to, the **Carmarthen Table Tennis Club**
  - b. all opponents, and their followers, in competitions organised by or on behalf of the Carmarthen Table Tennis Club
  - c. all opponents, and their followers, in league, county or national competitions where they represent the Carmarthen Table Tennis Club
3. All **Visitors** to the **Carmarthen Table Tennis Club** shall be required to act in a non discriminatory and non abusive manner to all **Members** and **Visitors** of the **CTTC**.
4. Where it can be demonstrated that a **Member** of the **CTTC** has acted in a discriminatory or abusive manner to any other **Member** or **Visitor** to the **Club** or **opponent** or their **followers** in any internally or externally organised event, they shall be reported to the **Committee** of the **CTTC** who shall have the power to remove their membership and refuse them entry to **Club** activities.
5. Where it can be demonstrated that a **Visitor** to the **Carmarthen Table Tennis Club** has acted in a discriminatory or abusive manner to any other **Member** or **Visitor** they shall be reported to the **Committee** of the **CTTC** who shall have the power to refuse them membership and/or entry to **Club** activities.
6. In addition to the definition of verbal and aggressive abuse contained below, all **Members** of, and **Visitors** to, the **Club** shall be required to abide by the **Child and Adult Abuse Policy of the Table Tennis Association of Wales** to whom the **Club and its Members** are affiliated.
7. The nominated **Welfare Officer** for the **Carmarthen Table Tennis Club** is **Stan Eastwood**.

## Definitions:

For the purposes of this set of definitions the **Club** is recognised as an organisation.

For the purposes of this set of definitions any actions by a **Member** of, or **Visitor** to, the **Club** are strictly in relation to recognised club activities and are not intended to be extended to activities outside of the remit of the **Club** with the exception of events in which the **Member** is a representative of the **Club**

**Equal Opportunities** – is an expression of the action taken by one person on another, or by an organisation on another organisation or an individual, which affords them equality of opportunity in all of the activities of the organisation. Examples of this may be: fairness in participation, access to training, acquisition of and sharing of knowledge in respect of the activity, development of skill, equality of representation, and access to the assets of the organisation (this list is not exhaustive).

**Discrimination** – is the expression of an injustice that may be felt by a person, or group of people, which has been engendered by the actions of an individual, group or organisation which has been directed at the first person or group specifically where it relates to non compliance with the above Policy and the above definition of equal opportunities.

**Abuse** – is defined for the purpose of this Policy as verbal abuse or aggressive behaviour such that it engenders fear in the recipient by a **Member** or **Visitor** of the **Club**. This definition is not intended to replace or undermine the Child and Adult Abuse Policy of the Table Tennis Association of Wales to which the Club is a signatory. It is intended to extend to definitions in to areas of behaviour which may be deemed (by the **Committee of the CTTC**) as undesirable in a **Member** of, or **Visitor** to, the **Club**.

**Carmarthen Table Tennis Club** – is the name attributed to a group of like minded individuals who organise themselves in such a way as to allow the playing of table tennis at club, county and national level and is based at the ‘Carmarthen Leisure Centre’. This group is also known as the “**Club**” or “**CTTC**”.

**Committee of the Carmarthen Table Tennis Club** – the recognised group of **Members** who have been elected, on an annual basis, to take control of the day to day organisation of the **Club**. This **Committee** includes the **Officers of the Club (Chairperson, Secretary, Events Secretary and Treasurer)** and the three **Committee Members**. It may also include any seconded **Member(s)** as directed by the **Chairman**.

**Club member** – an individual, of any age, who has attended the ‘**Carmarthen Table Tennis Club**’ for more than two sessions for the purpose of playing table tennis, and, who has paid a specified annual membership fee for, or is about to pay such a fee for, membership of the ‘**Club**’ as a ‘full’ member (specific annual fee payable),

**Junior club member** – an individual who is **under the age of 18 years**, who has attended the ‘**Carmarthen Table Tennis Club**’ for more than two sessions, and pays membership fees via their nightly/hourly fees.

**Visitor** – an individual of any age who has attended the **Carmarthen Table Tennis Club** for less than two sessions and who has not paid a ‘membership fee’ to the **Club**.