



Brondesbury Sports Club

Brondesbury Sports Club Diversity & Inclusion Policy

Policy Reference: BSC-POL-02

Version: 1.2

Approved by the Board of Directors: 16 December 2025

Next Review Date: December 2026

This Policy sets out Brondesbury Sports Club's commitment to equality, diversity and inclusion. It incorporates Safe and Inclusive Standards, Codes of Conduct and Reporting Procedures, and aligns with LTA Clubmark and venue accreditation requirements.

1. Policy Statement

Brondesbury Sports Club is committed to ensuring that all individuals are treated fairly and with respect, and that no person is discriminated against on the basis of any protected characteristic as defined by the Equality Act 2010.

2. Scope

This policy applies to all members, staff, volunteers, coaches, officials, parents, carers, visitors, contractors, venues, events and programmes operated by or on behalf of the Club.

3. Responsibilities

Diversity and inclusion are everyone's responsibility. The Club Committee and Chair have overall accountability for this Policy. The Club Welfare Officer supports implementation and reporting procedures. All individuals associated with the Club must comply with this Policy and the Codes of Conduct.

4. Breaches of this Policy

Breaches of this Policy, Codes of Conduct or Reporting Procedure may result in disciplinary action and, where appropriate, referral to the relevant National Governing Body.

Key External Safeguarding Contacts

Lawn Tennis Association (LTA) Safeguarding Team – safeguarding@lta.org.uk | 020 8487 7000

England and Wales Cricket Board (ECB) Safeguarding – safeguarding@ecb.co.uk | 020 7432 1200

England Squash Safeguarding – safeguarding@englandsquash.com | 0121 678 7000

NSPCC – 0808 800 5000

Concern Reporting Procedure

Anyone who has concerns that they or someone else is being discriminated against, or has been a victim of discriminatory language or behaviour, should follow the steps below:

Respond

Listen carefully to what the person is telling you. Do not interrupt; keep questions to a minimum and do not promise to keep the information secret.

Refer

Is someone in immediate danger?

YES – Call the police on 999.

NO – Take the following steps:

Speak in confidence to the Club Welfare Officer:

Tennis: Naomi Brightwell- 7930525215

Cricket: Robert Grant-0777956724

Squash: Mark Troman -07917 047 269

- Contact the LTA Safeguarding Team: 020 8487 7000 (Mon–Fri, 9am–5pm)
- If the concern relates to a child and the LTA is unavailable, contact the NSPCC on 0808 800 5000
- If the concern relates to an adult, contact Local Authority Adult Social Care Services
- Hate crime may also be reported via the national True Vision reporting system

Record

Make an objective written record of the concern as soon as possible using the Reporting a Concern Form. Send this to the LTA, ECB or England Squash Safeguarding Team within 48 hours of the disclosure.

Lawn Tennis Association (LTA) Safeguarding Team – safeguarding@lta.org.uk | 020 8487 7000

England and Wales Cricket Board (ECB) Safeguarding – safeguarding@ecb.co.uk | 020 7432 1200

England Squash Safeguarding – safeguarding@englandsquash.com | 0121 678 7000

If you need emotional support after making a disclosure, you may contact the LTA, ECB or England Squash Safeguarding Team.

Concern Reporting Procedure

Anyone who has concerns that they or someone else is being discriminated against or has been a victim of discriminatory language or behaviour should:

